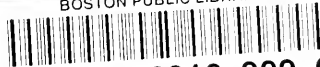


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LABOR BULLETIN

OF THE COMMONWEALTH OF

MASSACHUSETTS

No. 33

SEPTEMBER, 1904.

CONTAINING:

Labor and Education.

Night Work in Textile Mills.

Current Comment—Immigration.

Industrial Agreements.

Excerpts.

Recent Legal Labor Decisions.

Trade Union Directory—1904.

PUBLISHED BY THE

BUREAU OF STATISTICS OF LABOR.

CHAS. F. PIDGIN, *Chief.*

FRANK H. DROWN, *First Clerk.*

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MASSACHUSETTS LABOR BULLETIN.

No. 33.

SEPTEMBER.

1904.

Editor: CHAS. F. PIDGIN, *Chief of Bureau.*

Associate Editors: FRANK H. DROWN, HELEN T. MCBRIDE.

LABOR AND EDUCATION.

[The Twentieth Annual Convention of the Officials of Labor Bureaus of America was held at Concord, New Hampshire, July 12-16, 1904. The delegates present represented the District of Columbia (United States Bureau of Labor and the Bureau of the Census), Connecticut, Indiana, Iowa, Kansas, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New York, North Carolina, Pennsylvania, and Ontario, Canada. The paper which follows was prepared and delivered by William Jewett Tucker, D.D., LL.D., President of Dartmouth College, Hanover, New Hampshire. At the closing session of the Convention, one of a series of resolutions was the following:

Resolved, That we thank President William J. Tucker, D.D., of Dartmouth College, for his epoch-marking address on the consanguinity of Labor and Education — natural and invincible allies in the conflict with capital that has no higher aim than profit. We believe that the labor question will be solved by a tripartite alliance between the college man, the educated working-man, and the educated employer. Educated labor, educated capital, and he whose education is his capital, will combine against mere commercialism and will win a substantial and lasting victory. We enlist in the cause, and to show our appreciation and endorsement of President Tucker's advanced views, agree at the earliest opportunity to publish his address in full in the official publications issued by the departments which we represent at this Convention.]

What I have to say is in the nature of some reflections upon the "mind" of the wage earner—an expression which I borrow from the opening sentence of the recent work by John Mitchell on Organized Labor: "The average wage earner has made up his mind that he must remain a wage earner."* I would not take this generalization in any unqualified way. The author has himself qualified it by the use of the word "average." But when reduced to its lowest terms it is, I think, the most serious statement which has been made of late concerning the social life of the country, for it purports to be the statement of a mental fact. If Mr. Mitchell had said that in his opinion the conditions affecting the wage earner were becoming fixed conditions, that would have been a statement of grave import, but quite different from the one made. Here is an interpretation of the mind of the wage earner, from one well qualified to give an interpretation of it, to the effect that the average wage earner has reached a state of mind in which he accepts the fixity of his

* "Organized Labor: its Problems, Purposes, and Ideals and the Present and Future of American Wage Earners," by John Mitchell, page IX.

condition. Having reached this state of mind the best thing which can be done is to organize the wage earner into a system through which he may gain the greatest advantage possible within his accepted limitations. I am not disposed to take issue with the conclusion of the argument (I am a firm believer in trade unions), but I do not like the major premise of the argument. I should be sorry to believe that it was altogether true. And in so far as it is true, in so far, that is, as we are confronted by this mental fact, I believe that we should address ourselves to it quite as definitely as to the physical facts which enter into the labor problem.

If "the average wage earner has made up his mind that he must remain a wage earner," we have a new type of solidarity, new at least to this country. No other man amongst us has made up his mind to accept his condition. The majority of men are accepting the conditions of their daily work, but it is not an enforced acceptance. This is true of the great body of people engaged in farming, in mercantile pursuits, and in most of the underpaid professional employments. In the social order one of two things must be present to create solidarity — pride or a grievance. An aristocracy of birth is welded together by pride. It perpetuates itself through the increasing pride of each new generation. An aristocracy is an inheritance not of wealth, for some "families" are very poor, but of an assured state of mind. An aristocrat does not have to make up his mind, it has been made up for him. An aristocracy is in this respect entirely different from a plutocracy. A plutocracy is at any given time merely an aggregation of wealth. People are struggling to get into it and are continually falling out of it. There is no mental repose in a plutocracy. It is a restless, struggling, disintegrating mass. It has no inherent solidarity.

Next to pride, the chief source of solidarity is a grievance. The solidarity may be transient or permanent. It lasts as long as the sense of grievance lasts. Sometimes the sense of grievance is worn out; then you have to invent some other term than solidarity to express the deplorable condition into which a mass of people may fall. But whenever the sense of dissatisfaction is widespread and permanent, it deepens into a grievance which creates solidarity. The human element involved is at work to intensify and perpetuate itself.

Now when it is said that "the average wage earner has made up his mind that he must remain a wage earner," the saying assumes unwillingness on his part, the sense of necessity; and therefore a grievance which, as it is communicated from man to man, creates a solidarity. If you can eliminate the grievance, you break up the solidarity. The wage earner then becomes, like the farmer, the trader, the schoolmaster, a man of a given occupation. The fact of the great number of wage earners signifies nothing in a social sense, unless they are bound together by a grievance, unless they have made up their mind to some conclusion which separates them from the community at large or the body politic.

We have come, it seems to me, to the most advanced question concerning "labor," as we find ourselves in the presence of this great mental fact which Mr. Mitchell asserts. What can be done to so affect "the mind of the wage earner" that it will not work toward that kind of solidarity which will be of injury to him and to society?

It is, of course, entirely obvious that a greater freedom of mind on the part of the wage earner may be expected to follow the betterment of his condition. This betterment of condition is the one and final object of the trade union. I doubt if one-half of that which the trade union has gained for the wage earner could have been gained in any other way. I doubt if one-quarter of the gain would have been reached in any other way. Trade unionism is the business method of effecting the betterment of the wage earner under the highly organized conditions of the modern industrial world.

But trade unionism at its best must do its work within two clear limitations. In the first place, every advance which it tries to make in behalf of the wage earner as such finds a natural limit. The principle of exclusiveness, of separate advantage, is a limited principle. At a given point, now here, now there, it is sure to react upon itself, or to be turned back. Organization meets opposing organization. Public interests become involved. Moral issues are raised. The co-operating sympathy of men which can always be counted upon in any fair appeal to it, turns at once to rebuke and restraint if it is abused. The wage earner in a democracy will never be allowed to get far beyond the average man through any exclusive advantages which he may attempt through organization.

In the second place, trade unionism can deal with the wage earner only as a wage earner, and he is more than a wage earner. There comes a time when he cannot be satisfied with wages. The betterment of his condition creates wants beyond those which it satisfies. The growing mind of the wage earner, like anybody's growing mind, seeks to widen its environment. It wants contact with other kinds of minds. When once it becomes aware of its provincialism it tries to escape from it—a fact which is clearly attested in the broadening social and political relations of the stronger labor leaders.

But while I believe that trade unionism is the business method of enlarging the mind of the wage earner through the betterment of his condition, I think that the time has come for the use, or adaptation of other means which may give it freedom and expansion.

One means of preventing a narrow and exclusive solidarity of wage earners is greater identification on their part with the community through the acquisition of local property. Mobility is, in the earlier stages of the development of the wage earner, the source of his strength. He can easily change to his interest. No advantage can be taken of his fixity. He can put himself, without loss, into the open market. He can avail himself at

once of the highest market price, provided his change of place does not affect injuriously his fellow workers in the union, an exception of growing concern.

But in the more advanced stages of labor the wage earner gains the privilege of localizing himself, and in so doing he takes a long step in the direction of full and free citizenship. A good deposit in a savings bank adds to his social value, but that value is greatly enhanced by exchanging it for a good house.

I am aware that in advocating the acquisition of local property I touch upon the large and as yet undetermined question of the decentralization of labor. If the great cities are to be the home of the industries then this idea can be realized in only a partial degree through suburban homes. But if the industries are to seek out or establish smaller centres then the wage earner has the opportunity to become more distinctly and more conspicuously a citizen.

Another means of giving freedom and expansion to the wage earning population in place of a narrow and exclusive solidarity is by giving to it ready access to the higher education. There is no reason why the former experience of the New England farmer and the present experience of the Western farmer should not be repeated in the family of the intelligent wage earner. The sons of the New England farmer who were sent to college identified their families with the State and church, and with all public interests.

They lifted the family horizon. I have said that this experience may be repeated in the families of the wage earner. It is being repeated. Let me give you an illustration with which I am familiar. The students at Dartmouth are divided about as follows, according to the occupation of their fathers: Forty per cent are the sons of business men, twenty-five per cent of professional men, fifteen per cent of farmers; of the remaining thirty per cent, more than half are the sons of wage earners. The per cent from the shops now equals that from the farm. I have no doubt that this proportion will hold in most of our Eastern colleges and universities. The home of the wage earner is becoming a recruiting ground for the higher education, which no college can afford to overlook. As Professor Marshall, the English economist, has said, "Since the manual labor classes are four or five times as numerous as all other classes put together, it is not unlikely that more than half of the best natural genius that is born into the country belongs to them." And from this statement he goes on to draw the conclusion that "there is no extravagance more prejudicial to the growth of the national wealth than that wasteful negligence which allows genius which happens to be born of lowly parentage to expend itself in lowly work." So much for the necessity of fresh, virile, and self-supporting stock to the higher education, if it is to discharge its obligation to society.

Virility is as essential to educational progress as it is to industrial progress. I am in the habit of saying that, from an educational point of view, it is on the whole easier to make blue blood out of red blood, than it is to make red blood out of blue blood. The reaction from the higher education upon the family of the wage earner is yet to be seen, but no one can doubt its broadening influence. As the representatives of these families become more numerous in our colleges and universities, and as they have time to make a place for themselves in all the great callings, they will of necessity lift those whom they represent toward their own level. Some of them will become captains of industry. I believe that in that capacity they will also become leaders of labor. For, as it seems to me, the settlement of the relations of capital and labor is to be more and more not in the hands of men who have been trained away from one another, but in the hands of men who have been trained toward one another. If we are to have industrial peace we must have the industrial virtues. These virtues are, honesty in work and in the wage of work, absolute fidelity on both sides in keeping agreements at whatever cost, and above all that sense of justice which can come only through the ability of one man to put himself in another man's place. This last virtue ought to be the product of the intellectual and ethical training of the schools. It is their business to teach us how to think right as well as how to feel right toward our fellow men.

I mention another source of freedom and breadth and power to the wage earner, a source which is common to all, namely, satisfaction in his work. The wage is not, and never can be, the sufficient reward of labor. This is just as true of the salary as of the wage. The difference at present lies in the fact that the person on a low salary is apt to take more satisfaction in his work than the person on a high wage — the school teacher on \$800 or \$1,000 a year in distinction from the mechanic on \$4 or \$6 a day. The present ambition of the higher-wage earner seems to incline more to the pecuniary rewards of his work than to the work itself. Doubtless this tendency is due in no slight degree to the fact that the wage earner is brought into constant and immediate contact with the money-making class. He sees that the value of the industry is measured chiefly by its profits. Sometimes the profits are flaunted in his face. At all times the thing most in evidence to him is money. I deprecate this constant comparison between the capitalist and the laborer. The comparison were far better taken between the workman and other men whose chief reward is not money. The old time professions still live and maintain their position through a certain detachment from pecuniary rewards. The exceptional doctor may receive large fees, but his profession forbids him to make a dollar out of any discovery which he may make in medicine. The exceptional minister may receive a large salary, but his profession puts the premium upon self-denying work. Even the

law is more distinctively represented by the moderate salary of the average judge than by the retainer of the counsel for a wealthy corporation. The skilled workman, the artisan, belongs with these men, not with the money makers. In allowing himself to be commercialized he enters upon a cheap and unsatisfying competition. His work is an art, and he has the possible rewards of the artist. Under mediævalism the guild and the university were not far apart. I should like to see the relation restored and extended.

I am not speaking in this connection of the unskilled laborer. There is a point below which it is impossible to idealize labor. The man who works in ceaseless and petty monotony, and under physical discomfort and danger, cannot do anything more than to earn an honest livelihood, if, indeed, he receives the living wage. But he is as far removed from the advanced wage earner of our day as he is from any of the well-supported and well-rewarded classes. For him we are all bound to work, and to act, and to think, not as an object of our charity, but as a part of our industrial brotherhood. And whenever a great labor leader, be he John Burns or John Mitchell, goes to his relief and tries to give him self-supporting and self-respecting standing, we should count it not a duty but an honor to follow the leading. But equally do I hold it to be a duty and an honor, that as the wage earner advances in intelligence, in pecuniary reward, and in position, he should take his place without any reservation whatever among those who are trying to meet the responsibilities which attach to citizenship in a democracy.

I have not attempted, gentlemen, to enter at all in this brief discussion into the technical aspects of your work, but I am aware that I have covered ground entirely familiar to you. Very likely your broader judgment and clearer insight into details may modify some of my positions or make them untenable. But viewing the present disposition and purpose of the best intentioned leaders in the ranks of organized labor, with many of whom you have to do, I am convinced that their avowed object is not commensurate with their opportunity. I am convinced that the interpretation put upon the mind of the wage earner, if it represents a present fact, ought to suggest a duty toward the mind of labor. That duty is to give it freedom, breadth, expansion, to incorporate it into the common mind of aspiration and hope, the American type of mind. In saying this I do not overlook or minimize the imperative duty to raise the lowest wage earner to the highest place to which he can be lifted, and to give a future to his children and to his children's children. I would urge in the full apostolic sense the old apostolic injunction, — "We that are strong ought to bear the infirmities of the weak." But I would not stop with this duty. I would make the wage earner as he grows stronger a helper all round, a partner in all the serious work of the republic, an active power in that commonwealth which draws no line within the wants or hopes of man.

NIGHT WORK IN TEXTILE MILLS.

The statutes of Massachusetts in relation to the employment of women and minors in manufacturing or mechanical establishments are comprehensive and explicit in their provisions. These are contained in Sections 24 and 27 of Chapter 106 of the Revised Laws, which are appended.

SECTION 24. No child under eighteen years of age and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed fifty-eight in a week. Every employer shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of establishments exempted from the provisions of sections thirty-six and thirty-seven, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the chief of the district police, after approval by the attorney general. The employment of such person for a longer time in a day than that so stated shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which he was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the chief of the district police or to an inspector of factories and public buildings.

SECTION 27. No person, and no agent or officer of a person or corporation, shall employ a woman or minor in any capacity for the purpose of manufacturing between ten o'clock at night and six o'clock in the morning. Whoever violates the provisions of this section shall be punished by a fine of not less than twenty nor more than fifty dollars for each offence.

Special Agents of the Bureau visited 169 mills in the following cities and towns:

CITIES AND TOWNS.	Number of Mills Visited	CITIES AND TOWNS.	Number of Mills Visited
Adams,	4	NORTH ADAMS,	6
Billerica,	1	PITTSFIELD,	4
CHICOPEE,	3	Southbridge,	2
Dracut,	2	Sturbridge,	1
FALL RIVER,	51	SPRINGFIELD,	1
FITCHBURG,	6	TAUNTON,	10
Grafton,	3	Webster,	1
HOLYOKE,	5	Williamstown,	1
LAWRENCE,	18	WORCESTER,	2
LOWELL,	29		
Methuen,	2		
NEW BEDFORD,	17	TOTAL,	169

Of the 169 mills, 115 were located in the cities of Fall River, Lawrence, Lowell, and New Bedford, all recognized centres of the textile industry. The 169 mills employed in 1903 an average force of 50,000 women and 30,000 young persons under 21 years of age.

The following table shows the number of women and minors employed after six p.m., and the number of hours worked during each month of the year 1903 :

Number of Women and Minors employed after Six p.m. and the Number of Hours Worked.

MONTH.	WOMEN			MINORS		
	Number	Hours	Average Hours	Number	Hours	Average Hours
January,	248	7,048.7	28.4	46	1,701.0	37.0
February,	329	11,089.8	33.7	47	2,327.5	49.5
March,	315	10,686.0	33.9	34	1,055.5	30.5
April,	224	8,819.5	39.4	5	224.0	48.8
May,	105	3,841.5	36.6	1	40.0	40.0
June,	83	2,749.5	33.1	-	-	-
July,	94	3,510.0	37.3	5	141.0	28.2
August,	137	5,517.5	40.3	5	153.0	30.6
September,	165	7,755.5	47.0	6	165.0	27.5
October,	123	4,489.5	36.5	10	243.0	24.3
November,	157	5,025.25	32.0	11	487.0	44.3
December,	119	4,769.0	40.1	10	180.0	18.0
Average for the year 1903,	174.9	6,275.1	35.9	15	558.1	37.2

The women and minors shown in the table as engaged in night work were employed in 12 different mills, 157 of the mills reporting that no women or minors were employed by them after six p.m. Of the 12 mills, eight employed women only, and the other four employed both women and minors. None of the women or minors so employed worked in the mills during the entire day, the 58-hour law being strictly obeyed.

The facts and figures contained in the table, and in the remainder of this article, were obtained from the books of the firms and corporations by our Special Agents, and each agent was required to certify to the fact on the report for each mill visited by him. In the majority of cases the paymaster or other officer also certified as to the correctness of the reports.

A consideration of the table shows that the service was rendered by an average of 175 women and 15 minors. The greatest number of women employed in any one month was 329, in February, 1903; the greatest number of minors was 47, employed during the same month.

In that *month* the 329 women were employed 11,089.8 hours, an average of 33.7 hours, or only four hours more than one-half of the time worked each *week* by the day workers.

The minors employed during the month of February worked, on the average, 49.5 hours, or 8.5 hours less in a *month* than the day workers did in a *week*.

Taking the results for the year, we find that an average of very nearly 175 women worked 6,275 hours, or very nearly 36 hours a *month*, being 62 per cent of a regular *week's* work. During the same year an average force of 15 minors worked 558 hours on the average, or a little more than 37 hours a *month*, being 64 per cent of a regular *week's* work.

Of the 10 mills employing women only after six p.m., during the year 1903, one employed them for two months; one for three months; four for

four months; two for five months; and two for each month in the year. Of the two mills employing both women and minors at night work, one gave employment for 10 months, the other furnishing employment to the women for the entire year, but the minors were employed for only three months, January, February, and March.

These 12 mills employed in 1903, on the average, 3,931 women over 21 years of age, and 2,239 young persons under 21 years of age.

The next table shows the rate of pay for night work for women and minors in the 12 mills.

RATES.	Number of Mills paying Specified Rates	RATES.	Number of Mills paying Specified Rates
<i>Women.</i>		<i>Women — Con.</i>	
Regular (piece work),	3	26 $\frac{3}{10}$ per cent additional,	1
Time and a quarter,	3	33 per cent additional,	1
10 per cent additional,	1	38 $\frac{3}{10}$ per cent additional,	1
14 $\frac{1}{10}$ per cent additional,	1		
16 $\frac{3}{10}$ per cent additional,	1	<i>Minors.</i>	
20 $\frac{1}{2}$ per cent additional,	1	Regular,	1
22 $\frac{7}{10}$ per cent additional,	1	26 $\frac{3}{10}$ per cent additional,	3
25 per cent additional,	2	50 per cent additional,	1

In conclusion, from the statements made to the Bureau agents by the mill officers, we present some extracts showing the nature of the night work performed by the women and minors so employed, the reasons given for considering night work necessary, and the extra pay allowed women and minors for different branches of the work. The figures preceding each excerpt are the "office numbers" prefixed to identify the different mills.

No. 3. Employed women during the months of June, July, August, and September, four hours a night, that is, from six P.M. until 10 P.M. five nights a week. The persons who worked nights in this mill did not work during the day in this or any other mill, and received 10 per cent advance over the day rate of pay.

No. 5. Employed women in twisting department during the nights of January, February, and March. They received no extra pay for night work, but for each 50 hours 58 hours' time was allowed, equivalent to an increase of 16 $\frac{3}{10}$ per cent. French drawers (women) worked August, September, and October and received 13 $\frac{1}{2}$ cents for night work, an increase of 14 $\frac{4}{10}$ per cent over the day rate. Quillers and spoolers (women) worked some portion of the night for all the months except August, September, and October and received time and a quarter. Gill boxers (women) worked during March, April, August, and September and received 13 $\frac{1}{2}$ cents an hour for night work, an advance over the day rate of 22 $\frac{7}{10}$ per cent. Rovers (women) worked February, March, April, May, August, and September and received 13 $\frac{1}{2}$ cents an hour for night work, an increase of 20 $\frac{1}{2}$ per cent over the day rate. Weighers (minors) worked January, February, and March and received 12 cents an hour for night work, an increase over the day rate of 26 $\frac{3}{10}$ per cent. Fitting tenders (minors) worked nights in January, February, and March and received 12 cents an hour for night work, an increase over the day rate of 26 $\frac{3}{10}$ per cent. Doffers (minors) worked January, February, and March and received 12 cents an hour for night work, an advance over the day rate per hour of 50 per cent.

No. 15. The women who were employed after six o'clock P.M. during 1903 were not employed in this or any other mill during the day time. They were women of families, who were engaged in household duties during the day and worked in the mill nights in order to increase their limited incomes, which opportunity was eagerly solicited by them. Their pay for work in the mill was 15 cents an hour for night work as against 10 $\frac{1}{10}$ cents an hour paid day hands, an advance of 38 $\frac{3}{10}$ per cent. The work is sought by this class of employees, instead of its being imposed upon them.

No. 16. Women work by the piece and receive, as near as can be estimated, about one-third more for night than for day work. No estimate can be made of the increase of the pay of minors for night work, as there was only one at work, and he never did any day work. He was the son of one of the overseers, who for a time worked nights at different jobs. He received 15 cents an hour for 46 hours and 9 cents for the remaining 10 hours' work.

No. 20. No women and no children under 18 years of age, except one woman who worked about 1½ hours during the time specified, were employed in these mills at night time after six P.M. or before six A.M. during the year 1903.

No. 21. During the year 1903 the dyehouse of this mill was run until nine o'clock P.M. at different times, but it did not employ any women or minors after six o'clock P.M.

No. 38. No women or minors employed in this mill after six o'clock P.M. or Saturday after 12 M. during the year 1903. Part of the mill was run nights during the year from six P.M. to 5.30 A.M. four days a week (except on a few occasions), and on Friday night from six P.M. to six A.M. Saturday. Some of the time the mill ran Saturday afternoons from 12 to five.

No. 39. Three of the mills were run nights during the year 1903, but only one of them employed any women on night work, and in no case was a minor allowed to work nights. Most all the work done nights was in the combing and carding rooms and in the machine shops, and only men were employed. The persons who worked nights did not work in the day time, and they received 10 per cent advance over the rate of wages paid for the same kind of work done in the day time. The treasurer stated that while he did not have to employ more women during 1903 to work nights, yet from past experience in former years, he believed that the time might come when it would be necessary to employ a few women to work till 10 o'clock nights, for the reason that there is a certain class of work which the women have to do, and unless they are allowed to work, there would be no employment for the men.

No. 40. This mill did not run nights during 1903, except a short time that the printing department was run after six P.M., but did not employ any women or minors after six P.M.

No. 41. Part of the year of 1903 the carding rooms of this mill were run till nine o'clock P.M., but did not employ any women or minors in the mill after six o'clock P.M. during 1903.

No. 42. This bleachery was run nights for about nine months during 1903, the finishing and starching departments and sometimes the washers. Did not employ any women or minors after six o'clock P.M. during 1903.

No. 43. The carding department of these mills was run nights for about three months during 1903, but did not employ any women or minors in the mills after six o'clock P.M.

No. 44. Part of the carding department and all of the spinning department of these mills were run nights during 1903, but did not employ any women or minors after six o'clock P.M.

No. 45. The carding and combing departments of this mill were run nights until August 1, 1903, and since that time, until nine o'clock P.M., but no women or minors were employed in the mill after six o'clock P.M.

No. 46. Part of these mills was run nights from May 20 to July 1, but no women or minors were employed after six o'clock P.M. during 1903.

No. 47. The carding department of these mills was run most of the time during 1903 until nine and 10 o'clock P.M., but no women or minors were employed after six o'clock P.M.

No. 48. The carding department of these mills was run until nine and 10 o'clock P.M. during 1903, but no women or minors were employed after six o'clock P.M.

No. 52. The spinning department of this mill was run a few nights in August, 1903, on account of low water, but not run over 58 hours a week, and running was authorized by the Factory Inspector. No women or minors employed nights.

No. 86. Mills have been constructed in some States, notably Rhode Island, with a view to running some departments at least all night, thereby placing at a disadvantage other mills running but 10 hours, as the mill running all night employs less invested capital to produce the same amount of goods, and the fixed charges of manufacturer are practically the same. Employees in these mills do not generally get extra pay for night work. There are no mills of this kind in Massachusetts.

No. 123. This mill did not run nights during 1903. A strike took place in this mill in the latter part of November, 1903, and in January, 1904, began running nights in the spinning department and are still running nights, but do not employ any women or minors on night work.

EXCERPTS

Relating to Labor, Industrial, Sociological, and General Matters of Public Interest.

Arbitration Act of Maryland, 1904.

AN ACT PROVIDING MEANS FOR THE SETTLEMENT OF DISPUTES BETWEEN EMPLOYERS AND EMPLOYEES BY MEDIATION, OR VOLUNTARY ARBITRATION, AND THE INVESTIGATION OF THE CAUSES OF SUCH DISPUTE.

Sec. 1. *Be it enacted by the General Assembly of Maryland:*

That upon information furnished by an employer of labor, whether person, firm or corporation, or by a committee of employees, or from any other reliable source, that a controversy or dispute has arisen between employer and employees, involving ten or more persons, which controversy or dispute may result in a strike or lockout, the Chief of the Bureau of Industrial Statistics of Maryland, or such person officially connected with said Bureau of Industrial Statistics as may be deputized in writing by the said Chief of said Bureau of Industrial Statistics, shall at once visit the place of controversy or dispute and seek to mediate between the parties if, in his discretion, it is necessary so to do.

Sec. 2. And be it further enacted, That if mediation cannot be effected as provided for in Section 1 of this Article the Chief of the Bureau of Industrial Statistics, or such person officially connected with said Bureau as may be by him deputized in writing, may, at his discretion, endeavor to secure the consent of the parties to the controversy or dispute to the formation of a board of arbitration, which board shall be composed of one employer and one employee engaged in the same or similar occupation to the one in which the dispute exists, but who are not parties to the controversy or dispute, and to be selected by the respective parties to the controversy; the third arbitrator may be selected by the two first-named arbitrators, and said third arbitrator so selected shall be president of the board of arbitration, and upon the failure of the two first-named arbitrators, as aforesaid, to agree upon the third arbitrator, then the Chief of the said Bureau of Industrial Statistics shall act as third arbitrator, or he may deputize, in writing, some person officially connected with said Bureau to so act, and said Chief, or the person who may be so deputized by him, shall act as president of said board.

Sec. 3. And be it further enacted, That the President of the said board provided in Section 2 of this Article shall have power to summons witnesses, enforce their attendance, and administer oaths and hear and determine the matter in dispute, and within three days after the investigation render a decision thereon, a copy of which shall be furnished each party to the dispute, and shall be final.

Sec. 4. And be it further enacted, That in all such cases of dispute as aforesaid, as in all other cases, if the parties mutually agree that the matter in dispute shall be arbitrated and determined in a mode different from the one hereby prescribed, such agreement shall be valid, and the award and determination thereon, by either mode of arbitration, shall be final and conclusive between the parties. It shall be lawful in all cases for

an employer or employee, by writing under his hand, to authorize any person to act for him, in submitting to arbitration and attending the same.

Sec. 5. And be it further enacted, That the Board of Arbitration shall employ a clerk at each session of the Board, who shall receive three dollars per day for his services, to be paid, upon approval of the Chief of the Bureau of Industrial Statistics, out of the funds appropriated for the expenses of the Bureau of Industrial Statistics.

Sec. 6. And be it further enacted, That should the Chief of the Bureau of Industrial Statistics, or the person deputized by him as aforesaid, fail to mediate or secure the consent of the parties to the controversy or dispute, to submit the matter to arbitration, then the said Chief of Bureau of Industrial Statistics, or the person deputized by him as aforesaid, shall proceed to thoroughly investigate the cause of the dispute or controversy. He shall have the authority to summons both parties to appear before him and take their statements, in writing or under oath, and having ascertained which party is, in his judgment, mainly responsible and blameworthy for the continuance of said controversy or dispute, shall publish a report in some daily newspaper, assigning such responsibility or blame, over his official signature.

Sec. 7. And be it further enacted, That for the purposes of the investigation as aforesaid, the Chief of said Bureau of Industrial Statistics, or such person as he may deputize in writing as aforesaid, shall have power to administer oaths, to issue subpoenas for the attendance of witnesses, to enforce the attendance of witnesses, production of papers and books, to the same extent that power is possessed by Courts of record or judges thereof in this State.

Sec. 8. And be it further enacted, That all information of a personal character or pertaining to the private business of any person, firm or corporation, or which might have a tendency to expose the profits or methods of doing business by any person, firm or corporation, coming to the knowledge of the Chief of said Bureau, or person deputized by him, or to the arbitrators, selected under the aforesaid provisions, shall be deemed confidential, and so treated, and all documents and testimony taken shall be sealed and filed in the office of the Bureau of Industrial Statistics.

Sec. 9. And be it further enacted, That all Acts inconsistent with this Act be, and the same are, hereby repealed.

Sec. 10. And be it enacted, That this Act shall take effect from the date of its passage. — *Approved April 12, 1904.*

Trades Dispute Act, Great Britain, 1904.

The following bill to legalize the peaceful conduct of trade disputes and to alter the law affecting the liability of trade union funds was introduced and discussed in Parliament in 1904. It was rejected and laid over until next year.

"Be it enacted by the King's most excellent Majesty, by and with the advice and consent of the Lords Spir-

lual and Temporal, and Commons, in this Present Parliament assembled, and by the authority of the same, as follows:

Legalisation of Peaceful Picketing.

1. It shall be lawful for any person or persons acting either on their own behalf or on behalf of a Trade Union or other association of individuals, registered or unregistered, in contemplation of or during the continuance of any trade dispute, to attend for any of the following purposes at or near a house or place where a person resides or works or carries on his business or happens to be:

- a. For the purpose of peacefully obtaining or communicating information.
- b. For the purpose of peacefully persuading any person to work or abstain from working.

Amendment of Law of Conspiracy.

2. An agreement or combination by two or more persons to do or procure to be done any act in contemplation or furtherance of a trade dispute shall not be ground for an action if such act when committed by one person would not be ground for an action.

Protection of Trade Union Funds.

3. An action shall not be brought against a Trade Union or other association aforesaid for the recovery of damages sustained by any person or persons by reason of the action of a member or members of such Trade Union or other association aforesaid."

Child Labor.

It appears that the child labor situation in the United States has been greatly overdrawn, as to vital points, by hasty and inadequate consideration of the Census figures, in certain quarters. The Massachusetts Bureau of Labor Statistics points out the fact that of the 1,752,187 persons in the country, under 16 years of age, who were reported, in the latest Census year, as having some gainful occupation, no fewer than 1,062,251 were engaged in agriculture, while 280,143 were employed in personal and domestic service, the most common occupations being such work as that of messengers and household servants, nurses for children, and the like. Such labor is by no means inconsistent with health and reasonable opportunities for long and useful life. It is very different from work in mines, for instance, or many kinds of factories. Nothing is easier than gross exaggeration of the significance of facts taken apart from the conditions which often explain and modify them in vital particulars. — *Leader, Cleveland, Ohio.*

The mills and mines, where child labor is the most injurious, exhausting, and often fatal to children, employ but 16½ of the working child population. Lighter forms of employment account for 24 per cent of the remainder, and fully 60 per cent of all the children who work in the United States are employed on the farms. Of course, these are the average conditions, in the country at large, and the deductions which might be made would not apply in mining States like Pennsylvania, or some of the cotton States, where the child labor conditions might indeed be called "appalling." But the three-fifths of the children who work on the farms are not to be wept over too bitterly. Our fathers or our grandfathers did the same, and it made them sturdy, resolute, typical Americans — it made Presidents of some of them, bank directors or railroad officials of others, and they got their grit and energy when they were boys working on the farm. — *Argus, Albany, N. Y.*

We are born into this sphere of existence to work, and those of us who find something useful to do and early settle down to doing it the best way we can make the real successes in life. It will be well, we think, for the youth of the country when our educational ideas so change that there will be more work and less play in schools. The time will come when the child will be expected, as soon as he has wants, to do something towards supplying them himself. The subsidized schools and endowed teachers who with their pupils consume, but produce nothing, are out of tune with the proper development of the day. There is no reason to believe that boys and girls would learn any less than they now do even if their educational courses were so planned as to embrace a little of the practical and utilitarian along with the theories and principles they are supposed to imbibe. If boys and girls were expected, while in school, to earn some of the necessities of life, they would get a better idea of the value of time and money, too. We think that the entrance of children into gainful operations is not a calamity but a blessing to the children anyway except where the child is forced to toil for the profit of others rather than his own training and support. For us to permit our youth to be made into beasts of burden, not only prematurely aging them but robbing adult labor, is suicidal, but not more so than to attempt to prepare them for lives of useful work by an education that has in it no phases of gainful toil. — *Times, Toledo, Ohio.*

In the note to a recent magazine article this statement was made: "There are about 1,750,000 children, between the ages of 10 and 15, employed in the mines and factories of the United States." That is presented as a terrible indictment against the American people. We were expected to hang our heads in shame. But is it true? The Census for 1900 gives the whole number of children, below 16, employed at any sort of labor as 1,752,187. The Massachusetts Labor Bulletin shows by tables that out of each hundred of these children 61 are engaged in agricultural pursuits; 16 in domestic service; and 16 per cent only in mines and factories. The mistake of the magazine writer lay in lumping together all children engaged in any labor and crediting the sum total to "mines and factories." There is nothing revolting to the average American boy against "workin' on the farm." Didn't Abraham Lincoln work on the farm? Didn't Alton B. Parker work on the farm? Haven't most of our great men, in their boyhood, worked on the farm? Of course they have; and though it is often wearisome there is nothing degrading about it and nothing to stifle the ambition of any youth. It is a very different thing to be employed in a mine or factory; for there one is away from nature, and one's mind becomes warped and distorted by a constant repetition of purely mechanical pursuits. The number of families in the United States is 16,239,797, according to the Census of 1900, composed of 4.7 persons in each. Of these nine-tenths are able and willing to support their children without calling on them to labor. Of the one-tenth whose children have to work, 61 per cent are farmers. This is a piece of good news which *The Observer* is glad to print — as it saw the magazine article in question and credited its truthfulness. — *Observer, Utica, N. Y.*

Japanese Opinion of American Textiles.

I found that the markets of Manchuria, which had been almost entirely controlled by England for many years, had been invaded so successfully by American firms that the British consul at Shanghai had just reported to his government: "America has become

such a formidable competitor in Manchuria that she is driving out our trade."

In the early days of the relations between Japan and the United States, we sold most of our raw material and manufactures to the United States, and you sold very little to us. There was no comparison in the balance of trade. For instance, 10 years or so ago the raw cotton imported into Japan from the United States equaled not more than \$150,000 in value. To-day the annual importation equals \$10,000,000.

Formerly raw and manufactured silk (especially pongee), rugs, and straw mattresses were shipped to America in enormous quantities. Especially was this the case with the pongee silks, which are made in five classes—plain, striped, figured, checked, and very light weight. But when, five years ago, I visited Paterson, N. J., I found the manufacturers there making the figured, striped, and checked pongees of such excellent quality that they had succeeded in driving out entirely any importation of these varieties. At present they are too busy to turn their attention to the two varieties mentioned; they have enough to do. Yet just as soon as they get time to give this other matter their undivided attention, I have no doubt they will exclude the whole of our silk goods by perfectly fair competition, instead of three-fifths as at present.

Ten years ago we exported to this country \$3,500,000 worth of rugs every year. That trade has gone entirely. As for the straw mattresses, one American firm has established a factory at Hong Kong, buys its raw material in China, and ships the manufactured article to America.—*Baron Kaneko in The Manufacturer, July 1, 1904.*

Cotton Mills Close in Canada.

It is reported from Montreal that at a meeting held in that city on the 17th inst., at which the Merchants' Company, the Canada Colored Cotton Company, Dominion Cotton Mills Company, and the Montreal Mills

Company were represented, it was decided, on account of fluctuations and high prices in the raw-cotton market, to close the mills belonging to these companies on or before July 1. The companies named produce a very large proportion of the cotton goods manufactured in Canada.—*John G. Foster, Consul General, Ottawa, Canada, June 18, 1904.*

Ten-hour Law in Europe.

M. Julliard-Hartmann, President of the Syndicate of Cotton Manufacturers of the Vosges, has given some interesting evidence before the French Textile Commission. He stated, in the first instance, that the recent conference at Zurich showed that out of all the nine cotton manufacturing countries there represented France had suffered most owing to the cotton crisis. On behalf of the manufacturers he protested strongly against any uniform application of the 10-hour law to all the cotton mills of France. He stated that the manufacturers had no objection to the shortening of the hours of labor; he was convinced that the shorter working-day would be beneficial to all concerned, but he holds France is not in a position to lead the way, as her cotton manufacturers cannot afford to be rigorously bound down to 60 hours a week whilst their competitors are under no such restriction. He is anxious, however, to see a universal 10-hour law passed by the Parliaments of all the countries represented at the Zurich conference, but does not think that such a reform is likely to be carried through. He has taken the opinion of German and Italian manufacturers, and has found them strenuously opposed to any further interference with the hours of labor on the part of their respective governments. He volunteered the information that some of the manufacturers in the remote districts of the Vosges habitually ignored the factory laws, and he impressed upon the Commission the necessity of rigorous factory inspection.—*American Cotton Manufacturer, Charlotte, N. C., July 14, 1904.*

INDUSTRIAL AGREEMENTS.

The presentation of trade agreements between employers and employees in Massachusetts was begun in Labor Bulletin No. 28, November, 1903. In this Bulletin, however, we introduce pertinent and interesting data relative to industrial agreements in Australia, as well as a synopsis of the agreement entered into between the Chicago Shoe Manufacturers and the Boot and Shoe Workers' Union in Chicago. The last-named agreement is important, inasmuch as it is the first which has been brought to the attention of the Bureau in which the open shop is conceded.

Australia.

In Australia, where labor conditions are from the view point of the trade union as near perfection as it is possible for them to become at the present day, industrial agreements are in the main compulsory on both parties when the award is made by the Industrial Board of Conciliation and Arbitration and accepted by both parties. Incorporated in each

agreement is a clause giving preference to members of trade unions—other things being equal. In a recent award given by the Wellington, New Zealand, Board of Industrial Conciliation and Arbitration, it was agreed that, "Employers shall employ members of the Wellington Plasterers' Union in preference to non members, provided that the members of the Union are equally qualified with the non-

members to perform the work to be done and are ready and willing to undertake it."

In case a workman finds that he is unable to earn the minimum wage, the following rule usually governs: "Any workman who may consider himself incapable of earning the minimum wage hereinbefore prescribed for his age or class of work may be paid such less wage (if any) as may from time to time be agreed upon in writing between the president or secretary of the union, the employer from whom employment is sought, and the worker, and in default of such agreement as may from time to time be fixed in writing by the Chairman of the Conciliation Board for this industrial district—twenty-four hours' notice in writing of the application to such Chairman being first given to the secretary of the union by the said worker; and the said secretary and the said employer shall each be entitled to be heard by the said Chairman upon such application."

The following is the usual form of award so far as it relates to preference of union men:

So long as the rules of the union shall permit any person of good character and sober habits, and who is a competent workman, to become a member of the union upon payment of an entrance fee, upon his written application, without ballot or other election, and so to continue upon payment of subsequent contributions, whether payable weekly or not, employers shall employ members of the union in preference to non-members, providing that there are members of the union equally competent with non-members to perform the work required to be done, and ready and willing to undertake it. This clause shall not compel employers to refuse to continue to employ persons now in their employment.

The union shall keep in some convenient place within one mile from the chief post office a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all the members of the union for the time being out of employment, with a description of the branch of the trade in which each such member claims to be proficient, and the names, addresses, and occupations of every employer by whom each such member has been employed during the preceding two years. Immediately on such member obtaining employment a note thereof shall be entered in the book. The executive of the union shall use his best endeavors to verify all the entries contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall be in any particular wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used his best endeavors to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 A.M. and 5 P.M. on every working-day except Saturday, and on Saturday between the hours of 8 A.M. and 12 noon. If the union shall fail to keep the employment-book in manner provided by this clause, any employer may in such case and so long as such failure shall continue engage any person, whether a member of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions.

Notice by advertisement in the newspapers shall be given by the union of the place where such employment-book is kept, and of any change in such place.

Employers shall not discriminate against unionists in the engagement or dismissal of their men, nor in the conduct of their business do anything

for the purpose of injuring the union either directly or indirectly.

When members of the union and non-members are employed together they shall work in harmony and under the same conditions, and shall receive equal pay for equal work.

The following provision is affixed to many agreements where the membership in the trade union is limited:

Provided that it shall at no time be obligatory upon the companies concerned, or either of them, to discharge any non-unionist worker who may then be in their employment by reason of the fact of a member of the aforesaid union applying for the position occupied by such non-unionist. Provided also that, should circumstances render it necessary for one of the companies to reduce the number of men employed, it shall be in the absolute discretion of such company's manager to decide whether unionists or non-unionists shall be discharged, regard being had in good faith solely to the fitness in every respect of the men retained for the position they may occupy.

Chicago, Illinois.

On June 7, 1904, an agreement was entered into between six shoe manufacturing concerns, known as the Chicago Shoe Manufacturers, and the Union of Shoe Workers in Chicago. This agreement was signed on the part of the shoe workers by President John F. Tobin. The preamble read: "It is understood that the object of this agreement is to establish a fair condition of labor in the various factories and for the enhancement of the business interests of the shoe industry in this City." The first section in the agreement conceded the open shop. President Tobin in reporting on this agreement stated that this was in accordance with the established and universal practice in all factories that did not use the union stamp under the regular arbitration contract. Section 2 provides for the re-establishment of the wages, hours, and conditions that were in operation prior to the lockout which began on May 1, 1904. It also provided that no change in wages of any kind should be established without the consent of the union. This section also contained a provision for adjusting wages for persons above or below the average in skill or capacity, but did not operate except with the consent of the union. If the union chose to agree with the manufacturers that old men or men below the average in skill or capacity should work for less than the regular scale, they might adopt this course rather than cause such person to lose his employment, but in all cases the standard of wages remained unless the union consented to the change. This same rule applies where persons are above the average in skill or capacity. The third essential in the important section of this agreement is No. 15, which provides that no business concerning wages and conditions of labor shall be adjusted between each employer and business agent of the Council or other chosen representative, except in the case of one firm in which factory wages were to be adjusted between the employer and a committee of three of their own employees. It is understood, however, that such committee is appointed by the union and acts upon the authority of the union. This agreement did not provide for arbitration, nor for the use of the union stamp. Mr. Tobin states that, as he understands it, the open shop is intended to abolish the collective form of agreement for labor and obliges the individual workman to bargain single-handed with

his employer, which form of open shop he objects to; but if associations of employers are satisfied to accept the open shop as provided by this Chicago Agreement, he and the other officers of the union are prepared to accept the situation cheerfully.

Boston.

TEAMSTERS.

Transfer Drivers and Helpers Union No. 612 and Armstrong Transfer Express Co.

1. It is hereby agreed by and between the parties to this agreement that six days shall constitute a working-week.

2. That 11 hours shall constitute a working-day with one hour for dinner, said time to be continuous from time of registering out in the morning until time of registering in at night.

3. The wage scale shall be as follows: Single drivers, \$12 a week; double drivers, \$14 a week; helpers, \$9 a week.

4. The wages for overtime shall be as follows: Drivers shall be paid at the rate of 25 cents an hour; helpers 20 cents an hour.

5. That holidays be paid for at the rate of double overtime; holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, and Christmas.

6. That all regular men on theatre or any other kind of work at night be paid the regular rate for overtime regardless of the number of hours worked on the preceding day.

7. All extra men on theatre or any other kind of work to be paid not less than one-half a day's wages, but if aforesaid work should continue over six hours, said men shall receive a full day's pay.

8. That there shall be a recognized number of extra men to take the place of men sick, etc., who shall be timed as they arrive each morning and given work, if any, by taking the names from the head of the list.

9. When drivers are wanted they are to be chosen from the helpers, among whom there are always several competent ones.

10. The Armstrong Transfer Express Co. agrees to employ none but members of the I. B. of T. in good standing; if none are available and new men are to be employed they must signify their intention of becoming members at the next regular meeting; failing to do so they shall be discharged by the A. T. E. Co. on demand by T. D. & H. No. 612.

11. The said company shall furnish free of charge all uniforms, to be made of union goods only.

12. The said company agrees to employ none but union teams when employing outside teams.

13. The said company agrees not to discriminate against union labor, or discharge any union man now in their employ without just and sufficient and reasonable cause, said cause to be given on demand to any officer of the Union.

14. The members of Transfer Drivers and Helpers Union No. 612 will at all times use their best endeavors to further the interests of the Armstrong Transfer Express Co.

15. Should any difference arise between employer and employee which cannot be adjusted between them, it shall be referred to a committee of three members, one to be selected by employer, one by Union No. 612, and the third to be selected by the first two, who all together shall constitute a committee to adjust said difference; and it is also agreed that while matter is pending before committee for

adjustment, there shall be no strike or lockout by either party, and the decision of the committee shall be final.

16. This agreement shall be in full force and effect from August 1, 1901, to May 1, 1906; new agreement to be presented 30 days prior to the expiration of this agreement.

TEAMSTERS.

International Brotherhood of Teamsters No. 343 and Master Teamsters of Boston and Vicinity.

1. Eleven hours in 12, from 7 A.M. to 7 P.M., shall constitute a working-day. One hour, on or as near the usual hour, 12 to one, as possible, be allowed for dinner.

2. All time over and above said time shall be paid for at the rate of 25 cents an hour, or fractional part thereof, except Sundays and legal holidays, which shall be paid for at the rate of time and one-half.

3. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, Memorial Day, June 17, July 4, Labor Day, Thanksgiving, and Christmas. Under no circumstances shall any member of the organization be required to work on Labor Day. The days herein named shall not be deducted from the regular weekly wages.

4. All teamsters shall receive not less than \$14 a working-week, and all helpers shall receive not less than \$13 a working-week.

5. Drivers of covered vans, or three-horse teams, shall receive not less than \$15 a working-week.

6. In hiring men in the future, members of the International Brotherhood of Teamsters shall be given the preference when of equal capacity and skill, and one member of the organization in each stable shall be allowed to act as representative of the organization without discrimination.

7. A strike shall not be considered except as herein named. A strike ordered by the International Brotherhood of Teamsters shall not be an annulment of this agreement, or a violation of the contract. Should a strike be ordered by the International Brotherhood of Teamsters, as above, and a settlement and termination not be agreed to by both parties, the question shall be submitted to the State Board of Conciliation and Arbitration with both committees for conciliation and arbitration.

This agreement shall take effect May 2, 1904, and continue in force until three years from date.

TEAMSTERS.

Market and Commission House Teamsters Union No. 631 and Market Branch of Master Teamsters Association.

1. It is agreed that in hiring men in future members of the International Brotherhood of Teamsters shall be given the preference.

2. That 11½ hours within 13 shall constitute a working-day, said time to commence at 4 45 A.M. and expire at 5 45 P.M., from May 1, 1904, to October 1, 1904.

a. That 30 minutes be allowed for breakfast, as near 7 A.M. as possible; and one hour be allowed for dinner as near 12 M. as possible.

b. That 10 hours within 11 shall constitute a working-day, from October 1, 1904, till April 1, 1905; said time commence at 6 A.M. and expire at 5 30 P.M., one hour to be allowed for dinner as near 12 M. as possible.

3. All time over and above the aforementioned time shall be paid for at the rate of 25 cents an hour

or fractional part thereof, except Sundays, which shall be paid for at the rate of double time.

a. It is understood that men shall care for the horse or horses they drive, on the mornings of Sundays and holidays, and pile sleds on one holiday without extra pay; and that in no case shall the payment for a holiday be deducted. If a man be called to work on a holiday, he shall be paid 25 cents an hour additional after 10 A.M.

4. The holidays recognized in this agreement are as follows: Washington's Birthday, Patriots' Day, June 17th, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Under no circumstances shall a member of the organization be required to work on Labor Day.

5. The weekly rates of wages recognized by this agreement are as follows:

1-horse light wagon,	\$12
1-horse heavy wagon from May 1, 1904, to October 1, 1904,	14
1-horse heavy wagon from October 1, 1904, to April 1, 1905,	13
2-horse teams, light,	14
2-horse teams, heavy,	15
3-horse teams,	16
4-horse teams,	17

6. It is agreed that in the case of extra teams being required the men will co-operate with the employers, but that no regular driver shall be called upon to do a full day's work on an extra team.

7. Should a strike be ordered by the International Brotherhood of Teamsters as above and a settlement and termination not be agreed to by both parties, it shall be submitted to the Joint Council of Teamsters of Boston, with both committees, for conciliation.

8. This agreement is to continue in force until May 1, 1905.

BOTTLERS AND DRIVERS.

Bottlers and Drivers No. 122, United Brewery Workmen and Proprietors.

1. None but members of Union 122 of the International Union, United Brewery Workmen, shall be employed in bottling establishments. Boys under 21, women and girls not included in this contract. Girls and boys shall do such work as hand-labelling, hand-wiring, tin-foiling and putting on wrappers. In case the Union is unable to furnish a man satisfactory to the employer in case of need, it shall be the privilege of the employer to engage any man he wishes and such employee shall then be admitted to the Union.

2. Nine hours shall constitute a day's work in the months of October, November, December, January, February, and March, and 10 hours shall constitute a day's work for the remaining six months in each year. All time over that shall be considered overtime, except that no overtime shall be allowed to route drivers or strikers unless required to do other than their regular work. No man shall refuse to work overtime, but he shall not be obliged to work on Sunday except teamsters or strikers, who shall give one hour to the care of their horses.

3. In case of sickness of, or accident to, any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within three months.

4. Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president, or general manager, whose decision shall not be subject to arbitration. At such

hearing the business agent of the Union may be present.

5. In case of slack business as many men as necessary may be laid off alternately, not longer than one week at a time, all men taking their turn as far as possible without interfering with the business.

6. Men employed in bottling establishments for 12 consecutive months shall be considered as regular employees. Extra help hired during the busy season shall not be considered as regular employees and shall be entitled to temporary employment only. Vacancies among regular employees may, if needed, be filled from the extra help hired. No help shall be hired upon the recommendation of a customer.

7. Foremen employed in the bottling establishment shall not do work belonging to members of this Union.

8. Scale of wages:

Drivers, not less than \$15 a week.
Strikers, not less than \$12 a week.
Machine operators and bottlers, not less than \$14 a week.
Packers, not less than \$13 a week.
Other employees, not less than \$12 a week.
Overtime shall be paid at the rate of 30 cents an hour.
Trip strikers, not regular employees, shall be paid at the rate of 30 cents an hour.

Present wages shall not be reduced.

9. Permanent employees and extra men shall do whatever work may be required of them. But in performing duties other than their regular work they shall be paid the schedule rate for the work performed, but in no such case shall the rate of wages be reduced. No division of time shall be made for less than half a day.

10. In case of grievances or differences between the employer and employees, on any matter except the discharging of men and other cases not expressly covered in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing or bottling industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of any national or international unions the members of which are employees of breweries or bottling shops; the fifth man shall be selected by the four men appointed as above, and shall not be in any way interested in the brewing or bottling industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both the employer and employees shall abide by the decision of said committee or State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

11. This contract shall remain in force until March 1, 1906, and continue annually thereafter unless notice has been given by either party thereto three months before the first of March of any year, and specifications of the proposed changes shall be submitted at least 60 days prior to March 1.

WOOD, WIRE, AND METAL LATHERS.

The Master Lathers Association of the City of Boston and Vicinity and The Wood, Wire, and Metal Lathers International Union No. 72.

The Joint Committee of The Master Lathers Association of the City of Boston and Vicinity, and

The Wood, Wire, and Metal Lathers Union No. 72, created under an agreement duly adopted and executed by said organizations for the purpose of settling all questions of mutual concern, without strikes or lockouts, announce the following working rules to govern members of the said organizations.

The committee intend that these rules shall conform in letter and in spirit with the declaration of principles which was adopted as part of the aforesaid agreement, and they therefore understand that in carrying out these rules the parties hereto, that is to say, the members of The Master Lathers Association of the City of Boston and Vicinity, and the members of The Wood, Wire, and Metal Lathers Union, Local 72, are to sustain the principle that "absolute personal independence of the individual to work or not to work, to employ or not to employ, is fundamental, and should never be questioned or assailed, for upon that independence the security of our whole social fabric and business prosperity rests, and employers and workmen should be equally interested in its defence and preservation."

The Joint Committee understand the effect of the above declaration to be that no discrimination shall be made against non-members of either of the bodies entering into this agreement, but that all, members and non-members, are expected to conform to the rules herein defined.

They also understand that inasmuch as the parties to this agreement recognize each other as proper bodies to co-operate with, the policy shall be to assist each other in making their organizations as thoroughly representative as possible, always avoiding coercion in so doing.

Hours of Labor. Eight hours shall constitute a "day's labor."

During the months of February, March, April, May, June, July, August, September, and October, the regular working-hours shall be from 8 A.M. to 12 (noon), and from 1 P.M. to 5 P.M., except on Saturdays, when the regular working-hours shall be from 8 A.M. to 12 (noon), but in cases of emergency work may be done during Saturday afternoon, by mutual agreement between employer and workmen. Failure to consent to work on Saturday afternoon shall not, however, operate to the disadvantage of the workman in his regular employment.

During the months of November, December, and January each employer and his workmen shall be at liberty to arrange the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required as a regular day's labor.

When work is carried on throughout the night, not more than eight hours' labor shall be required of any one gang, except in emergencies, and the regular working-hours shall be from 8 P.M. to midnight and from 1 A.M. to 5 A.M.

Work done by a regular gang in excess of the regular working-hours shall be counted as overtime.

Apprentices. Men shall not be taken to learn the trade at over 21 years of age, and when so taken on shall serve two years before being graded as either first or second class.

Wages. For regular day's labor and for night labor, the minimum rate of wages shall be: For Metal Lathers. — First-class men, 42½ cents an hour; second-class men, 37½ cents an hour; apprentices, 20 cents an hour, first year; 25 cents an

hour, second year. For Wood Lathers. — First class men, 45 cents an hour; second-class men, 40 cents an hour. Overtime shall be paid for as time and one-half. Work done upon Sundays, Fourth of July, Labor Day, Thanksgiving, and Christmas Day shall be paid for as double time.

Pay Day. Wages shall be due and payable each week at or before 5 P.M. of such day as may be established by each employer as his regular pay day. When pay day is on Saturday, wages shall be paid at or before 12 o'clock noon of that day.

Waiting Time. If any workman is *discharged* he shall, on demand, be entitled to receive his wages at once. Failing to so receive them, he shall be entitled to payment at the regular rate of wages, for every working-hour of waiting time which he may suffer by default of the employer.

If any workman is laid off on account of *unfavorable weather, strikes, or lockouts in other trades, accidents, or other unusual causes*, he shall not be entitled to waiting time.

If any workman is laid off on account of *lack of materials* he shall be entitled to receive pay for every working-hour at the regular rate of wages until notified that work must be temporarily suspended; and in that event he shall be entitled, on demand, to receive his wages at once, same as in case of discharge.

If a workman voluntarily quits work he shall not be entitled to receive his pay until the next regular pay day.

Should an office order be issued to a workman in settlement of his wages, he shall be entitled to additional time sufficient to enable him to reach the office to have the order cashed.

Business Agents. The business agents of The Wood, Wire, and Metal Lathers Union No. 72 shall be privileged to visit any job during working-hours to interview the steward of the job, and for this purpose only.

Nothing in this rule shall be construed as giving such agents authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, or to enter into discussion with, or attempt to proselyte, any workman, either during working-hours or at any time while said workman is on the employer's premises.

Failure on the part of any business agent to observe this rule shall make him liable to discipline, after investigation, by the Joint Committee.

Agreement made January 26, 1904, for one year.

Brockton.

SCALE OF PRICES IN OFFICES OTHER THAN DAILY NEWSPAPERS.

Book and Job Scale Expires December 31, 1904.

1. The minimum price for a day's work shall be \$2.50 a day of nine consecutive hours, said hours to be between 7 A.M. and 6 P.M.

2. Price and one-half shall be paid for all time over said nine hours. All work on Sundays and holidays to be double time.

3. Piece work to be paid for at rate of 35 cents for 1,000 ems, I. T. U. standard to govern said measurement of type.

4. All intricate tables, foreign languages, side notes and titles in law work, to be set on time. All work set by piece in pica or larger, to be counted as pica.

5. Where a compositor is called in to work previous to 12 M. he shall be given at least one-half day's work.

6. All work set by piece solid and afterwards leaded by office, to be paid for as leaded. Fat matter, such as heads, etc., on a job set by piece, shall not be culled by the office.

7. Distribution to be paid for at one-third rate of composition for 1,000 ems.

8. Operators on typesetting devices to be paid for at minimum rate of \$3 a day of eight hours.

9. Compositors employed on presses, or pressmen, or any other affiliated members as compositors, shall be paid not less than \$2.50 a day.

10. All matter set to less than 12 pica ems in width or type of eight point or larger in size, to be measured at price and one-half.

11. In offices where Saturday half-holiday is observed, 54 hours shall constitute a week's work, not more than 10 hours in any one day, said hours to be designated by the office, and mutually agreed on by the members of the chapel; provided, that all hours in excess of said designated hours to be considered as overtime.

12. When, through exigencies of business, in an office where Saturday half-holiday is granted, lost time or part of week only is worked, said time is to be deducted at *pro rata* an hour, for such time as is actually lost, provided said lost time occurs between 7 A.M. and 6 P.M.

13. Apprentices shall be limited as follows: One, and less than six journeymen employed, one apprentice; six, and less than 11 journeymen, two apprentices; 11, and less than 16 journeymen, three apprentices; and others, in the same ratio.

14. Foremen shall be paid at the rate of not less than \$3 a day; provided, that in offices where owners act as foremen, and are members of the Union, they shall be considered as receiving said sum.

15. It is also mutually agreed and understood, and made a part of this scale, that whenever any difficulty or controversy shall arise between the Union and offices employing members of the Union, such controversy shall be submitted to a Board of Arbitration and Conciliation, and that pending the decision of said board, the work and labor in said offices employing Union men shall suffer no interruption, and the Union and proprietors of said offices agree respectively to abide by the decision of said Board of Arbitration and Conciliation.

16. This scale shall be in effect until January 1, 1905, when it will expire by limitation.

NEWSPAPER SCALE OF PRICES.

In Effect April 16, 1904, and to Continue in Operation until April 16, 1906.

1. In evening newspaper offices under the jurisdiction of this Union none but members of Typographical Union No. 224 shall be employed as foremen, floormen, operators, proof readers, machinists, and machinist-operators.

2. The hours of labor shall be continuous between 7 A.M. and 6 P.M., not more than one hour to be allowed for lunch, and deducted as office time. In offices where Saturday half-holiday is observed, two hours may be worked on either Thursday or Friday evening, and one-half hour either Friday or Saturday morning; three and one-half hours to be deducted for same Saturday afternoon. All work done after 6 P.M. to be counted as overtime.

3. All work, whether done by machine or hand, shall be on a time basis, as follows: Operators, not less than \$19; ad.-men, not less than \$19; floormen,

not less than \$19; proof readers, not less than \$19; one week of eight hours a day. All persons regularly employed to be given eight hours' work or pay for same.

4. Any office working less than eight hours on certain days shall have the privilege of employing extra help, and paying for same at the rate of 50 cents an hour. Also, provided any extra help looking for work after the regular hour of beginning work may be employed for any part of day, but not less than four hours. Further, provided that any office sending out for extra help must give said extra eight hours' work or pay for same.

5. Overtime shall be paid for at rate of price and one-half. All work after midnight to be double price.

6. All work done on Sunday, and Patriots' Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas to be paid for at double price.

7. A call to work, after members have gone home, shall be paid for at rate of \$1 for said call, in addition to the regular price for work performed.

8. In offices introducing or operating typesetting or typesetting machines, no person shall be eligible as learner who is not a journeyman printer and a member of the Typographical Union. His term of apprenticeship shall be two months, and his compensation shall be \$15 a week.

9. When the product is not used, members may learn to operate without learners' wages.

Machinists and Machinist-Operators.

10. In offices where five or less machines are in operation, and where a machinist is not regularly employed, a machinist-operator shall be employed, and shall receive not less than \$22 a week of eight hours a day. Overtime to be paid for at overtime rate. All offices of six or more machines shall employ a machinist.

11. Machinists shall receive for their services while attending to the running and repairing of typesetting or typesetting machines, not less than \$22 a week of eight hours a day. Overtime to be paid for at overtime rate.

12. Machinists and machinist-operators shall have no control over operators.

Apprentices.

13. All boys employed shall be recognized apprentices.

14. Apprentices shall serve four years at the trade, at the end of which time they shall be classed as journeymen and receive journeymen's wages. During the entire last year of their apprenticeship they shall be instructed in all the intricate work done in the office where they are employed, such as setting ads., etc., and shall be permitted during the last three months to learn to operate the machine. But one apprentice shall be allowed for every six journeymen, or fraction thereof. Apprentices shall receive two-thirds of the prevailing wages for the last 12 months of their apprenticeship.

Miscellaneous.

15. The transferring of matter or ads. from one office to another is strictly forbidden, and no work shall be done for any office on strike.

16. No employee of a composing room who desires to lay off temporarily shall be compelled to work when a competent substitute can be had, the foreman to be the judge of the competency of the substitute.

17. The arbitration agreement as entered into by the International Typographical Union and the American Newspaper Publishers Association shall govern in disputes that may arise.

The above scale of prices shall not be construed to reduce any member of the chapel receiving more than the scale. No claim shall be allowed for work not performed on holidays specified in section 6.

Lynn.

PLUMBERS.

Journeyman Plumbers Union and Master Plumbers of Lynn and Vicinity.

1. No apprentice shall be taken into the trade until he has attained the age of 17 years.

2. Any Master Plumber employing an applicant for membership shall make known the name of said applicant to the Secretary of this Union.

3. The first three months shall be on probation, and if acceptable to the employer at the expiration of said time, the name, age, and date of commencement of apprenticeship of the applicant shall be forwarded to the Journeymen Plumbers Union within 10 days.

4. An apprentice term shall be five years. No apprentice shall be allowed to do journeyman's work during the first three years of his apprenticeship; the last two years of his apprenticeship shall be as follows: The first year he shall receive not less than \$1.50 a day less than the minimum rate of wages; for the second year he shall receive not less than \$1 a day less than the minimum rate of wages, and at the expiration of said time he shall receive the minimum rate of wages.

5. Journeymen shall use their best endeavors to instruct apprentices in the knowledge and science of the trade.

6. An apprentice having completed his term of apprenticeship this Union will accept the name of another applicant.

7. All shops employing journeymen plumbers shall be allowed one apprentice, and shops employing a plumber less than six months in a year, an apprentice in said shops will not be recognized by this Union.

8. This Union will consider it sufficient cause to immediately withdraw the plumbers from any shop in which the proprietor sends out any but a U. A. plumber to repair or install plumbing in any of its branches.

9. Eight hours shall constitute a day's work; time consumed getting out stock or material shall be considered a part of said eight hours. No plumber shall be allowed to get out stock outside of regular working-hours of his shop. The plumbers shall be at the shop on Saturday at the regular hour of quitting work to receive their pay.

10. The union rate of wages shall be \$3.50 a day.

11. All overtime shall be at the rate of double time, also night work, Sundays, and legal holidays. If one-half hour or less will complete a job it shall not be charged as double time.

12. No plumber shall be allowed to work by the hour; he shall be paid either a half or a full day.

No plumber shall be allowed to work part of forenoon and a part of the afternoon to make a half day.

13. Traveling expenses, board, and lodging shall be paid when work is done out of town, with the privilege of paying car fares daily.

14. No plumber shall be allowed to work with helpers.

15. No member of this Union will be allowed to work with any but U. A. men.

16. If any trouble should arise the plumbers shall not be withdrawn from their work until their employer or representative has been first notified and ample time given to secure material and property from loss and damage.

The above clause is waived when the trouble is caused by the sending out of any but a U. A. plumber to do plumbing in any of its branches.

17. No member of this Union shall be allowed to hold a master plumber's license.

18. This agreement shall remain in force from May 16, 1904, to May 1, 1905.

Copies of this agreement shall be posted in every union shop and in the hall of the Journeymen Plumbers Union.

Malden.

TEAMSTERS.

Coal Dealers of Malden and Vicinity and Coal Teamsters Union No. 314.

1. It is agreed that in the hiring of help no discrimination will be made against Union men.

2. The hours of labor are as follows: Teamsters, from 6 A.M. to 6 P.M.; helpers, from 7 A.M. to 6 P.M., with the exception of Saturdays from April 1st to October 1st, when the hours shall be: Teamsters, from 6 A.M. to 1 P.M.; helpers, from 7 A.M. to 1 P.M.

3. The minimum rates of wages are as follows: Double teamsters, \$13 a week; single teamsters, \$12 a week; helpers, \$12 a week.

4. Regular teamsters and helpers shall be paid for all holidays.

5. Teamsters or helpers, if required to work on holidays or Saturday afternoons from April 1st to October 1st, shall be paid at the rate of time and one-half. Overtime shall be dealt with justly.

6. When a member of said Local Union is discharged without sufficient cause, said member shall be given a fair and impartial hearing before his employer.

7. Men when handling coal off lighters or barges shall receive 30 cents an hour for day work, except Sundays or holidays, which shall be 15 cents an hour extra.

8. Under no circumstances shall a member of the Union be required to work on Labor Day.

9. The Union, on its part, further agrees that no strike will take place unless a grievance exists between the employer and the employee, and the Union still further agrees to submit the same to the State Board of Arbitration and their decision to be final.

This agreement to remain in force and shall not be altered for one year from April 1, 1904.

CURRENT COMMENT ON LABOR QUESTIONS.

[The Bureau does not necessarily indorse any of the views or opinions printed under this heading, its object being rather to present diverse views on labor questions, leaving the reader to draw his individual conclusions from the testimony or information supplied. The comments, as a rule, are presented in a condensed form; the titles of books, magazines, and newspapers, from which extracts are made, follow the articles.]

Immigration.

Valuable information on the immigration question may be drawn from the following table printed by the Springfield *Republican*. The figures are especially worth notice because they show at a glance the different nationalities to which immigrants belong:

COUNTRIES OF ORIGIN.	NUMBER OF ARRIVALS		
	1903	1902	1882
Austria-Hungary,	234,646	185,659	29,150
Italy,	233,417	201,266	32,159
Russia,	147,623	123,882	21,590
Germany,	49,383	32,736	250,630
Sweden,	43,487	39,920	64,607
Ireland,	38,423	31,406	76,432
England,	37,908	16,147	82,394
Norway,	26,190	20,152	29,101
Japan,	16,199	19,298	-
Greece,	13,703	11,490	126
W. Indies,	11,309	5,267	1,291
Scotland,	10,514	2,863	18,937

— *The Car Worker, Chicago, Ill.*

Economically Americans are more prosperous than the residents of any other country in the world, partly because our standard of living is higher, partly because our land is less crowded in proportion to our resources. Consequently there must be, without restriction, a constant flow of people hither, until an equilibrium is established—that is, until our surplus resources are exhausted and our land is as crowded as that of other countries. This is as inevitable as that water will seek its own level.

To protect laborers some sort of tariff should be placed on laborers. In other words, they should know how to read and write, as our own citizens are obliged to, or show tangible proof of saving habits or be in some way so selected that good will come to this country with them sufficient to offset the constant tendency to reduce economically our well being. For, economically, 1,000,000 immigrants a year are rapidly consuming the very advantages which we prize.

Far more important is the effect of immigration on the American race. We are to-day taxing severely our powers of assimilation. With the example of the old world staring us in the face, we are developing in all our great cities new foreign slums, as if the fundamental character of our new world were of no consequence.

Even the horrors of the old slave ships are almost forgotten in the American problem of to-day. The million immigrants a year now coming are in the

foreground, but it is the million upon millions into which they will grow which should most make us stop and think.

Let us not be further misled by a charitable feeling in regard to the good effect of emigration on foreign countries.—*John F. Moors, Pres. Immigration Restriction League in United Mine Workers Journal.*

It looks as if the immigration question will not down. United States Commissioner Sargent is determined to keep it before the country until something is done by the government regarding it.

Commissioner Sargent has just announced that according to estimates he has just made there are more immigrants coming to the country now than there ever were, and they are coming in larger numbers from the most undesirable sections. The Commissioner is more than ever convinced that some heroic act will have to be done to regulate this immigration evil.

Various methods have been suggested to cope with this evil and many of them have been discussed in the *Labor World*. It is apparent that there is a strong opposition to any measure or law that will put up extraordinary barricades against these immigrants. The opposition has its source in various reasons and it is evident that no very great embargo is to be placed on the immigrants for some time at least. In view of this fact something ought to be done toward having the immigrants sent to places in the country that are best suited to receive them. While this may not remedy the evil entirely it will certainly modify it. It is not unreasonable to say that had the great bulk of the immigrants coming to this country gone direct to places where they were really needed there might not have been any immigration evil to complain of. Labor of the kind that is almost continually coming to this country from Europe is ever in demand, but it needs a kind of pioneer spirit to take it to where it is really needed. Instead of going to undeveloped sections of the country these immigrants join others who have preceded them in congested settlements or colonies in large cities or centres where labor is already overstocked. This is one of the chief causes of the evil and if it were removed a great blessing would be secured.

While there are some strong arguments against preventing immigrants coming to this country in great numbers, it can hardly be conceded that any reasonable objection can be raised against having these immigrants go to certain places when they do come.—*Labor World.*

When once moved by the spirit of unionism the immigrants from low standard countries are the

most dangerous of unionists, for they have no obligations, little property, and but meager necessities that compel them to yield. The bituminous coal miners were on strike four months in 1897 and the anthracite mine workers five months in 1902. Unionism comes to them as a discovery and a revelation. Suddenly to find that men of other races whom they have hated are really brothers and that their enmity has been encouraged for the profit of a common oppressor is the most profound awakening of which they are capable. Their resentment toward employers who have kept them apart, their devotion to their new found brothers, are terrible and pathetic. With their emotional temperament unionism becomes not merely a fight for wages, but a religious crusade. It is in the nature of retribution that, after bringing to this country all the industrial races of Europe and Asia in the effort to break down labor organizations, these races should so soon have wiped out race antagonism and, joining together in the most powerful of labor unions, have wrenched from their employers the greatest advances in wages.

There is but one thing that stands in the way of complete unionization in many of the industries—namely, a flood of immigration too great for assimilation by the unions. With nearly a million immigrants a year, the pressure upon unions seems almost resistless. A few of the unions which control the trade, like the mine workers and longshoremen, with high initiation fees and severe terms of admission, are able to protect themselves by virtue of strength already gained. But in the coast States and on miscellaneous labor this strategic advantage does not exist, and the standards are set by the newest immigrants. — *Chautauquan*.

The problem of immigration, which was discussed by the American Academy of Political and Social Science in Philadelphia, last week, is one that assumes increasing importance every year. But the problem has been wrongly stated. It is not a problem of prevention, but a problem of distribution.

The country has not yet reached the point where it can afford to close its doors against immigration. Our population is by no means so large and the conditions of life are by no means so severe in the United States that it is necessary, as an act of self-protection, that we should limit the number of those who may be allowed to make homes within our territory. The population of the United States has now reached nearly 80,000,000. But there is room west of the Mississippi for a population of more than that number, without a greater density than that which now prevails in the Middle States. We have room in this country, between the Atlantic and Pacific, the Lakes and the Gulf, for a population of 300,000,000, and the products of our soil would provide sufficient for all of their necessities.

The point has been made that the character of immigration is degenerating, but this has not been clearly proven. The character of the immigration has indeed changed, but the fact that the 600,000 immigrants who come to our shores in a year of prosperity bring upward of \$20,000,000 in actual money with them, is a fact testifying to their thrift and industry. Many of the recent immigrants have come to this country on account of religious persecution, and a man who will pull up stakes, abandon the place of his birth, and seek a new country, on account of his beliefs, must have within him some of the stuff of which good American citizens can be made.

The great evil is that so vast a proportion of the immigrants remain within the already overcrowded large cities. — *Wall Street Journal*.

The immigration question is becoming a serious one, which the labor leaders throughout the country are watching with some alarm. In an article on the subject Edgar E. Clark, grand chief of the Order of Railway Conductors, says, in part:

"We have reached a time in the development of this country when there is danger to our economic and social institutions through our inability to assimilate the hordes of immigrants that are coming in here every year. This nation has dissipated a continent in a century, and the time has come when the influx of the serfs and criminals of Europe cannot be distributed over this vast land. They will not go out in the wilds and hew a new path for themselves. They become competitors with American workmen and drag down the rate of wages.

"These immigrants knock the prop from under the whole social and economic structure of this country, and if they are not checked the American workmen will be reduced to the level of the semi-slavery existence of the poorly paid workmen of Europe. There are just two classes of workmen in this country to-day. They are the men who work hard at the real manual labor and who cannot do more. They are contented with their lot, which is vastly superior to what is the existence of the foreign laborers. The other class is the artisan. He is a highly paid mechanic, the finest specimen of manhood this great country has produced. These two great classes get along well together. The lower class does not interfere with the other. But here comes your immigrant with his low scale of wages. He lines up with the laboring-men of the country and begins to cut the price of the lower class. Now, there is one of two things for these men to do. They must accept the low wages established by the pauper immigrant or they must begin to cut the price of those higher up. The consequence is a drop in wages all around." — *National Labor Tribune*.

On a recent occasion in Chicago Booker T. Washington warned the people of his race that if they failed to improve the opportunity now offered to become owners of land in the Southern States it would soon be too late, as immigrants from Europe would shortly turn their steps in that direction, and the only inviting field remaining to those who wish to become cultivators of their own farms would pass into the hands of aliens.

The warning was timely. Foreigners are taking possession fast enough without any urging. — *Chicago Chronicle*.

"My observation is that Italians imported, not from the southern part of Italy or from Sicily, but from the northern agricultural districts of Italy, are excellently adapted to the needs of the Delta," said Hon. LeRoy Percy, lawyer, banker, farmer, and publicist, of Greenville, Miss. "In conjunction with my partner, Mr. O. B. Crittenden, I have had for six years the management and control of what is known as the Austin Corbin Planting property, situated in Chicot county, Arkansas, of which something more than 4,000 acres are in cultivation, and more than one-half of this property is worked by Italian labor. Some of them have been upon the property for years, and the number has increased

each year during our connection with the property, we advancing to the Italians upon the property during the past year \$4,000 or \$5,000, with which they brought over friends and relatives from Italy, and all of which was paid back by them out of the past crop. As growers of cotton they are in every respect superior to the negro. They are industrious and thrifty, and the present generation will not develop the land-owning instinct; they all dream of returning to sunny Italy. The property is worked about one-half by negroes and one-half by Italians. There does not seem to be any race antagonism between them and no race mixture. The Italians make a profit of \$5 out of a crop where the negro makes \$1, and yet the negro seems to be perfectly satisfied with his returns. No spirit of emulation is excited by the superior work or prosperity of his Italian neighbor. We had one of them recently return to Italy with more than \$8,000 in cash, never having worked more than thirty acres of land, leaving behind him a family to work the land and with money sufficient to provide themselves for another year. If the immigration of these people is encouraged they will gradually take the place of the negro without there being any such violent change as to paralyze for a generation the prosperity of the country."—From *"Italians in the Cotton Fields,"* by Lee L. Langley in the *Southern Farm Magazine*.

It is very doubtful if any number of white foreign laborers can ever be induced to come South and work in competition with the negro. The Chinaman, however, would have no such scruples, and we are of the opinion that he would prove a potent factor in solving the so-called and much-discussed "race problem." Be that as it may, we know he will work, and work is what we want. The wonderful resources of the South can never be developed without labor. The negro cannot begin to supply the requirements of our growing industries, and the white laborers at the South are so few they cannot at present enter into the calculation of the labor supply.—*Southern Ruralist*.

Cardinal Gibbons writes: "I know under what circumstances people live in America. My advice to the young men and women of Ireland is to endeavor to find a livelihood in their own land. Ireland is blessed with a delightful climate where the great extremes of heat and cold are unknown; whereas in the United States these extremes are very serious drawbacks. Any man or woman who could eke out a livelihood at home should take my advice and stay there instead of emigrating to America to enter on the keen struggle for existence under trying circumstances that are in progress here."—From *"Irish-American View of Immigration,"* in the *Railroad Trainmen's Journal*.

What would America have been to-day without foreign emigration? It would have been a wilderness, the home of warring Indian tribes with periodical wars and famines.

When first the Spaniards discovered America the Indians were not hostile, but as soon as it became understood that the invasion meant slavery, land steals, destruction of the hunting grounds, and the degenerating influences of new vices and diseases, there was trouble. The Indians claimed the land was theirs and the Spaniards that it was not. Later on, the English said it belonged to none of the first-comers. Still later, the American colonies claimed

that the only equitable claim was that of use and that King George was without jurisdiction.

At that time the American colonies had a population of about 4,000,000, while England's was about 12,000,000. If foreign emigration had been stopped by the United States it is plain that they would have lost the sympathy of the world and as the population of foreign countries would have increased faster than here any foreign nation could have conquered this country. By encouraging foreign emigration the "land of the free and the home of the brave" was able to continue its national existence.

At present, in spite of the natural resources of America, it almost appears to be over-populated with 80,000,000 people, all of whom could be easily supported in the State of Texas under right and just conditions. The over-population is due to the fact that all natural resources are to-day fenced in with legal claims as property; whereas, formerly, the best land was free. Capitalist methods of industry are also factors, as much available labor is unemployed. Formerly the population of the United States was largely middle class; for it is not the volume of business, but security of home comforts that characterizes a middle class. To-day the young people of the farms are drifting to the cities, and it will not be many years before those employed in other industries will be in majority over the rural population. . . .

The American who accuses the foreigner of being ignorant had better look to see if such sentiment is not largely prejudice. True, the American-born citizen, as a rule, has some qualities that the foreign-born citizen wishes to acquire—not because he is mentally or physically inferior, but because he heretofore lacked opportunity.

The real thing the American should be against, is the competition in the labor market. To tell the foreigner to stay away under the present system is to appeal to sentiment, instead of removing causes. The land speculator wants emigration to raise the value of his land. The industrial capitalist wants submissive labor, and will use foreigners to hold the Americans down and Americans to hold the foreigners down to low wages.

Some Americans say that the emigration now is of a lower order than formerly, which is not true. The emigrants to the colonies were largely illiterate, some of them being arch criminals according to European laws of that time. It should not be overlooked that many illiterate emigrants learn to read after arrival here. In a crowd of them there are always some who are highly schooled. . . .

Many of the immigrants are from the farm population of Europe, and as a consequence are handicapped in seeking employment in the artisan trades. Thus you see the native born Americans either through inherited wealth wrung from exploiting "foreigners" or through inherited influence of friends and relatives, or because the ignorant foreigner does the common labor—are able to gain financial advantage, steady employment and access to trades that are easy to keep organized. . . .

If the United States should want to restrict emigration of foreigners, I am sure that the foreign-born citizens would vote for it. But would it be practicable? Would America be safe from foreign invasion? The only choice of Americans is the character of those who shall come among us. By barring out Chinese they will emigrate to other countries of the earth and force their people to vacate and come here, and ultimately there will be a level.

I can see no reason why those, who because they came here first, should want to bar out those nationalities that are coming now. After foreigners have lived in colonies for a while they scatter and live like other people. They are valuable to the capitalist mode of production, in that they are on hand all times, being usually more steady. — *Peter Johnson, in The Crisis, Salt Lake City, Utah.*

The changes now taking place in the population of the United States through immigration are very interesting, and will have a potent influence on the future development and history of the country. . . . There is only one objection to the immigration of any white race and that is to the landing of the criminal classes. The laws should be so stringent on this point that prospective immigrants ought to apply to immigration inspectors in their respective countries for a license to enter the United States, and their applications should be accompanied by suitable references. The honest, ambitious, and well-educated are always welcome. America has always welcomed good immigrants. Millions of them have entered our industrial and mechanical arts, and have aided wonderfully to bring about our present national prosperity. They have become naturalized, acquired lands, and married, and will generally be found upholding the laws of their adopted country. — *Boston Globe.*

After the peace of Paris in 1783, and the birth of a new nation on the American continent, home-seekers arriving at ports of the United States were called immigrants. Previous to the Revolutionary war they were known as colonists. The distinction is one of political allegiance. The colonist was an immigrant who desired to make a home in the new country, but to retain his allegiance to his native land. On the other hand, the immigrant, in a majority of instances, expected and desired to change his political allegiance.

The immigrant of those days was not allured by the promise of high wages, nor by the desire to better his financial condition, but was actuated chiefly by the desire to create a home and free himself from the trammels and persecutions of the Old World. He was at once a pioneer, a woodsman, and a farmer.

The many advantages offered to the home-seeker who was brave, willing, and strong, in the new United States, attracted many thousand immigrants, and it is estimated that 150,000 settled in the country between 1783 and 1810. These early immigrants were mostly from the British Isles, with a few Germans, French, and Scandinavians.

The strained relations with England followed by the war of 1812 practically stopped immigration for several years. During 1817, however, 20,000 immigrants arrived in the United States. This number was unprecedented at that time, and caused considerable criticism of the overcrowding of immigrant ships.

Immigration first assumed large proportions during the decade of 1831-1840. It increased progressively, and during the next twenty years was relatively greater in proportion to the native population than at any other period. The great famine in Ireland greatly increased Irish immigration. German immigration was increased at the same time because of industrial depression and the revolt of 1848. The discovery of gold in California no doubt also contributed to the increase of immigration at this time.

Irish immigration reached its height in the decade of 1841-1850, when it constituted 46 per cent of the total. It has declined steadily and is now only four per cent of the total.

The Germans kept coming in increasing numbers, and in the early eighties were 30 per cent of the total. They also have fallen off, and now constitute less than 10 per cent. The Scandinavians became a considerable factor in the decade 1861-1870, and in 1880 furnished 10 per cent of our immigrants. Their proportion has also declined and at present is about 10 per cent. With the decline in the proportion of immigrants from the United Kingdom, Germany, and the Scandinavian countries, a rapid increase in the arrivals from Italy, Austria-Hungary, and Russia is noticeable.

Immigrants of to-day can be grouped under four heads, (1) agricultural, (2) industrial, (3) competitive, (4) parasitic.

The agricultural class includes farm laborers and those desiring to take up land for settlement. The industrial class includes the great army of unskilled laborers who seek employment in the mines, mills, great works of construction, and manufacturing concerns. These two classes are valuable and necessary for the development and industrial progress of the country.

The competitive class takes in the skilled laborers, mechanics, artisans, and others who come here and enter into competition, in their respective callings, with Americans. This class is not necessary for our advancement, and may or may not be of value to the country.

The fourth or parasitic class is, as its name implies, not only valueless, but decidedly detrimental to the body politic. In this class are included the peddlers, fakirs, paupers, etc., who congregate and will live only in the large centres of population and who cannot or will not do hard physical labor.

Social and political conditions in Europe determine to a large extent both the quantity and the quality of our immigration. A country well and justly governed and which is in a prosperous condition is not likely to send us many good immigrants.

The type of Englishman who would be welcome here as an immigrant, the sturdy Anglo-Saxon yeoman, of whom we delight to form a mental picture, finds conditions of life so suited to him in England that we rarely see him as an immigrant, and we are much more likely to receive as our English immigrant the degenerate product of the London slums.

The same has been true of Germany for many years. The prosperity of the country, the growth of national pride, and reconciliation to the form of government have cut down the German emigration from the great exodus of the eighties to the comparatively insignificant figures of to-day.

It will be seen, therefore, that it is unwise to consider an immigrant good because he is of one race or worthless because he is of another. They must be measured individually, irrespective of race or creed, for it is better to receive the robust pastoral or agricultural immigrants from countries where the intellectual status, perhaps, is not high and the school system faulty, than to receive from countries possessing high intellectual status and a superior educational system the urban degenerate, criminal, diseased, and defective. — *Dr. Allan McLaughlin in Popular Science Monthly.*

RECENT LEGAL LABOR DECISIONS.

Labor Unions' Contracts Void. In a decision recently rendered in Milwaukee, Wis., by Judge Ludwig of the Circuit Court, it appeared that the Milwaukee Custom Tailors Union brought suit against a local firm, with which it had made an agreement to employ none but union workmen, to have the firm punished for the alleged failure to comply with the terms of a temporary injunction. The motion to punish was denied and the injunction set aside.

The judge said in part: "This agreement strikes at the right of contract, and provides that the firm shall employ none but members of the several unions, thus discriminating in favor of one class of men, and excluding all others. Therefore, the prohibition contained in the contract strikes at the right of contract, both on the part of the laborer and the employer. The agreements in question would tend to create a monopoly in favor of the members of the different unions, to the exclusion of the workmen not members of such unions, and are in this respect unlawful. Contracts tending to create a monopoly are void."

Employee—Misconduct—Waiver—Action. The case of Person vs. McGregor, decided recently by the Supreme Court of Minnesota, was an action to recover stipulated wages for work performed pursuant to a contract for a definite term. It appeared that the defendant continued to accept the services to the end of the term after alleged misconduct of the plaintiff. The court held that the defendant thereby waived his right to insist on a forfeiture of the plaintiff's wages on account of such misconduct.

Hiring One Under Contract. In the case of Wolf et al. vs. New Orleans Tailor Made Pants Company, Limited, recently decided by the Louisiana Supreme Court, it appeared that a commercial traveler engaged his services to the plaintiffs for the term of one year, and when about half the time had expired sought other employment and engaged his services to the defendant company, which at the time had no information that his term would not expire for five or six months. After the traveler had quit the service of the plaintiffs, they informed the defendant company of the terms of the contract, and thereupon the traveler offered to release his new employers, but at the same time expressed his determination not to return to the service of the plaintiffs. The court held that the plaintiffs had no cause of action against the defendant company for damages because it did not release or discharge the employee.

Employer's Liability—Accident—Recovery. The Supreme Court of Louisiana held, in the case of Scholtz vs. Eckhardt Manufacturing Company, Limited, that if a break occurs in machinery and a workman undertakes to mend it and is injured, the causes which brought about the break are only remote causes of the injury and juridically are not

its causes at all; that the employer is under no obligation to provide a hood or guard for inner and ordinarily inaccessible parts of machinery; that if there is a safe and an unsafe way of doing a thing and the employee chooses the unsafe way and is injured, he cannot recover against the employer for the injury; that the employer is under no obligation to keep his premises so lighted that all repair work may be done without the necessity of additional light, and that if such additional light is needed for repair work and the servant, instead of procuring it, undertakes to do the work without it and is injured, he cannot recover against the employer.

Employer's Liability—Risk—Negligence. The Supreme Court of Nebraska held, in the recent case of Weed vs. Chicago, St. Paul, Minneapolis & Omaha Railroad Company, that employers are not insurers, but are liable for the consequences not of danger, but of negligence; that the unbending test of negligence in methods, machinery, and appliances is the ordinary usage of the business, and that an employee who, from the length or character of previous service or experience, may be presumed to know the ordinary hazards attending the conduct of a certain business is not entitled to an absolute right to the same or similar notice of dangers incident to the employment as if he were ignorant or inexperienced in the particular work. In the case before it the court ruled that it was not negligence per se for a conductor of a freight train, while engaged in switching cars at a station, to order an experienced brakeman to board and stop a car moving at a speed of from four to six miles an hour, and that in such a case, where it appeared from the evidence that the act ordered to be done was a usual and customary act performed by freight brakemen generally under like circumstances, the giving of the order would not be imputed to the company as negligence.

Insurance—Indemnity—Employees. The Supreme Court of Minnesota held, in the recent case of The Fidelity & Casualty Company of New York vs. The Gillette-Herzog Manufacturing Company, that where under indemnity policies issued to the owners of a foundry and machine shop against liability to employees and others from accidents through alleged negligence of the insured, the initial premiums being paid upon the estimated number of the employees under an agreement that there was to be a subsequent adjustment based upon the actual number engaged and wages paid, and the insured to have rebates for overpayment, a settlement of such excesses and rebates after the life of the policy was made, with full knowledge by each party of the number of employees and occupation of each, there was an accord and satisfaction protecting the insured in an action thereafter for unpaid premiums claimed by the insurer. The court further held that whether or not upon a construction of the policies the excluded employees

in such settlement should have been made the basis of a demand for the excess, both parties having ample means of information as to all the facts, the omission must be treated as a mistake of law which forbade in the action before the court a re-examination of the controversy.

Employer's Liability—Defective Appliances. The Supreme Court of Minnesota held, in the recent case of *Anderson, Adm'r, vs. Fielding et al.*, that a negligent act will not be excused by the fact that it is customary; that proof of custom is evidence but not conclusive as to whether the act is negligent, and that this rule applies to the act of the master in selecting and furnishing tools and appliances for the use of his servant. In the case before the court it was held that a servant was not chargeable with the assumption of the risk or with contributory negligence as a matter of law by continuing to use for a reasonable time a machine or appliance which he knew to be unsafe, where he had complained of it to the master and the master had promised to remedy the defect, unless the appreciated danger of using it was so imminent that a man of ordinary prudence would refuse longer to use it unless it was made safe; that what was a reasonable time in such a case was a question of fact, and that the questions whether the defendants were negligent in furnishing the plaintiff unsafe appliances for his use in doing the work assigned to him, and whether he was guilty of contributory negligence in using them, were made by the evidence in the case questions of fact for the jury. The court further held that expert testimony was admissible as to whether a block and hook constituting a part of a painter's apparatus for supporting himself when working on high structures was reasonably safe.

Employer's Liability—Regulations. In an action by an administratrix to recover for the death of her husband, a switchman who fell from a locomotive while in the performance of his duties and was killed, the Supreme Court of Minnesota held (*Leduc, Adm'r, vs. Northern Pacific Railroad Company*) that an employer may promulgate reasonable rules for the conduct of his business and require observance thereof by employees, and whether such rules are intelligible and reasonable is a question of law for the court, but that if a rule thus promulgated is open to doubt as to its intelligible construction and meaning or its application to the duties to be performed by the employee, such doubt presents an issue of fact upon the evidence to be determined by the jury, and that the employer furnishing instrumentalities for the use of an employee engaged in a hazardous occupation cannot absolve himself from the duty of maintaining the same in a reasonably safe condition by a rule that the employee must inspect the appliances he uses for his own protection and furnish information of defects to the employer, without reference to the character of the employment, the specific duties required, or the means and opportunities at the employee's command for making the inspection. In the case before the court it was held, upon consideration of the duty of an employee to step upon a footboard of an engine and protect himself by a hand hold thereon while such engine was moving, that a rule requiring him to inspect the same and report defects did not de-

prive him under the evidence of protection because the evidence did not show it had been observed.

Furnishing Safe Tools. In the case of *The Omaha Bridge & Terminal Railway Co. vs. Hargadine*, recently decided by the Supreme Court of Nebraska, it appeared that a contractor agreed with the company to perform all the work of constructing a pile of timber trestle-work across a lake for a stipulated price. The appellee was employed as a carpenter upon the work by one acting under the contract, and was injured because of a defective tool furnished by his immediate employer. The court held that the company was not liable to the appellee, it not having furnished or agreed to furnish tools, and that the fact that it reserved such right to so inspect and oversee the work as reasonably necessary to see that it conformed to the contract in result did not make the employer of the appellee its agent so as to make it liable to him for a neglect of duty growing out of the contract of employment between the appellee and his employer. In such a case, the court said, the relation of master and servant between the company and the appellee did not so obtain as to raise a duty in the company to furnish safe tools for the appellee, either directly or through the contractor.

Right of Discharged Employee to Letter of Recommendation. A duty to give a letter of recommendation or a clearance card to an employee who is discharged or quits, is held, in *Cleveland, C. C. & St. L. R. Co. vs. Jenkins (Ill.)*, 62 L. R. A. 922, not to be imposed upon the employer by the common law.

A discharged railroad employee is held, in *New York, C. & St. L. R. Co. vs. Schaffer (Ohio)*, 62 L. R. A. 931, to have no right of action for damages against the company which discharged him for refusal to furnish him with a clearance card or statement of the record of his service, although he may have been unable to obtain other employment in consequence of such refusal by the company. The duty to give a recommendation or a clearance card to a discharged employee is the subject of a note to these cases.

Warning of Danger. A master is not bound to warn a minor servant concerning a danger incident to the use of a machine, where there is nothing in the apparatus or in the method of its operation that would charge an ordinarily prudent employer with notice of such a danger. *Diehl vs. Standard Oil Company*, 57 Atl. (N. J.), 131.

Against Weekly Payments. A statute requiring the weekly payment of wages is held, in *Republic Iron & S. Co. vs. State (Ind.)*, 62 L. R. A. 136, to deprive citizens of their liberty and property without due process of law, by interfering with the liberty of contract.

Assumption of Risk. A servant who, when employed, knew what kind of work he was to do, and claimed to have experience in that kind of work, and knew that there was neither floor nor scaffolding on either side of the girders where he was to work, and with full knowledge of the obvious danger, continued to work on the girders without complaint or objection, must be held to have assumed the risk. *Parlett vs. Dunn*, 46 So. (Va.), 467.

TRADE UNION DIRECTORY.

In compiling the Trade Union Directory of Massachusetts for 1904, the Bureau has exhausted every available means by which information pertinent to the subject might be obtained. In conjunction with other methods, a postal card was sent to the secretary or business agent of each trade union in the State containing a copy of the Bureau's record of his respective union, with the stipulation that any corrections or additions to the information thereon should be sent to this Department.

The Bureau, in presenting the records as submitted to the union officials, after making such changes as were returned in answer to our request, feels justified in stating that as far as lay within its scope the Directory is substantially complete and correct. It will be noted, however, that in some instances data are missing. It is to be understood in all such cases that the facts, although sought for, were not obtained.

The arrangement of this Directory is alphabetical by cities and towns and also unions. Following the city and town presentation appears "In General," under which caption are included unions not confined to one city or town, but embracing a section of the State, as well as the names of State branches of international affiliation, State and district secretaries, organizers, general officers, etc.

For convenience of reference, the lengthy and somewhat verbose style of nomenclature has been dropped and in its place has been substituted the simple trade designation, as for instance, in place of "Hotel and Restaurant Employees International Alliance and Bartenders International League of America: Cooks Union No. 328," the style is given compactly as, "Cooks No. 328." The name of the affiliated national body has been dropped as well as the word "union." The Knights of Labor organizations are generally known as "Assemblies."

The name of the union appears first, followed by the place of meeting indicated by the name of the hall or street address; then appears the name and address of the business agent, followed by the name and address of the recording secretary when known, or the financial or corresponding secretary as the case may be. The abbreviations used for these officers are: B. A. for business agent; R. S., recording secretary; F. S., financial secretary; C. S., corresponding secretary; S. T., secretary-treasurer. Some combinations have been used, *i.e.*, F. and C. S. for financial and corresponding secretary. When addresses are not given for the business agent and secretary, they may be addressed at the place of meeting.

In giving addresses the word "street" has been omitted: when other designations were given, they are indicated as follows: Av. for avenue; Pl., place; Ter., terrace; Rd., road; Bldg., building; L. B., lock box.

Other abbreviations used in the Directory follow: C. L. U. for Central Labor Union; B. T. C., Building Trades Council; B. and S. W., Boot and Shoe Workers; K. of L., Knights of Labor; and S. W. P., Shoe Workers Protective.

The proper manner of reading the Directory may be illustrated as follows: Under Abington, Boot and Shoe Workers No. 371 meets at North Abington; G. W. Abbott, business agent, address Box 440; W. H. Pierce, recording secretary. Again, under Boston, Amalgamated Carpenters and Joiners: Branch 2 meets at 9 Elm Street; J. F. Medland is business agent, his address being 812 Saratoga Street, East Boston; J. Stewart is secretary, address 9 Cypress Street, Somerville.

Abington.

Boot and Shoe Workers No. 371. N. Abington; G. W. Abbott, B. A., Box 440; W. H. Pierce, R. S.

Adams.

Barbers No. 250. J. Locier, F. S., 22 Park.
Bartenders No. 291. J. Chambers, S., Renfrew, Mass.
Carpenters No. 395. F. G. Rice, R. S., E. Hoosac.
Central Labor Union. E. Mannel, S.
Loomfixers No. 217. Collins Block; P. O'Rourke, S., 79 Center.
Painters No. 231. J. Corkhill, R. S., Hoosac and Columbia.
Retail Clerks No. 511. G. Beswick, R. S.
Team Drivers No. 217.

Amesbury.

Carriage and Wagon Workers No. 27. C. F. Ramsell, S., 140 Congress.

Amherst.

Painters, Decorators, and Paper Hangers No. 770. Cooks Block; E. M. Reddy, B. A.; F. A. Aiden, S.

Andover.

Carpenters No. 1298. R. K. Cole, R. S., 115 Elm.
Tailors No. 403. M. H. Anzelius, S., 7 Walnut.

Arlington.

Carpenters No. 881. K. of C. Hall; J. G. Cogill, B. A., 3 Glen Ct., Malden; J. Cramond, S., 280 Massachusetts Av.

Athol.

Bartenders No. 87. C. L. U. Hall; F. Leonard, R. S., Commercial House.
Bricklayers, Masons, and Plasterers No. 56. C. L. U. Hall; P. Doyle, S., 73 Sanders.
Carpenters No. 1059. C. L. U. Hall; P. W. Fox, B. A., City Hotel; H. D. Brock, R. S., Sta. A.
Central Labor Union. C. L. U. Hall; H. D. Brock, R. S., Sta. A.
Federal Labor No. 10280. C. L. U. Hall; H. E. Bassett, S., Twitchell.
Machinists: Starratt Lodge No. 507. C. L. U. Hall; F. A. Clapp, R. S., 183 Lake.
Metal Mechanics No. 128. C. L. U. Hall; C. F. Newton, S., 375 Piquog Av.

Metal Polishers No. 118. C. L. U. Hall; H. S. Howard, R. S., 288 Chestnut Hill Av.
Musicians No. 287. 104 Exchange; F. E. Weaver, R. S., 394 South.
Retail Clerks. C. L. U. Hall; E. Snow, R. S., 91 Exchange.
Woodworkers No. 139. C. L. U. Hall; T. J. Phelan, B. A. and R. S., 200 Chestnut Hill Av.

Attleborough.

Bricklayers, Masons, and Plasterers No. 26. C. H. Stafford, S., Oak Hill Av.
Carpenters No. 1307. Room 19, Morton Block; A. B. Lewis, R. S., 15 Academy.
Jewelry Workers.

Avon.

Boot and Shoe Workers No. 275 (Mixed). W. F. Foster, B. A., Box 54.

Ayer.

Railroad Telegraphers No. 104. G. A. R. Hall; J. T. Lee, S. T., 102 Ash, Nashua, N. H.

BEVERLY.

Bricklayers and Masons No. 40. G. Hurd, S., Crosby Block.
Building Trades Council. S. B. Fuller, S.
Carpenters No. 878. S. C. Wallis, R. S., 98 Hale.
Horseshoers No. 156. R. V. Killelea, R. S., 109 Lovett.
Painters No. 833. Burnhams Hall; C. E. Raymond, R. S., L. B. 954
Shoe Cutters No. 56. F. I. Cressy, B. A., Box 971.
Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; J. Brown, R. S., 35 Rantoul.

BOSTON.

[Sections of Boston are abbreviated: Alls. for Allston; Br., Brighton; Chasn., Charlestown; Dor., Dorchester; E. B., East Boston; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset; Ros., Roslindale; Rox., Roxbury; S. B., South Boston.]

Allied Metal Mechanics. 744 Sixth, S. B.
Allied Printing Trades Council. Room 19, 82 Water;
 D. J. McDonald, B. A. and R. S.

- Amalgamated Carpenters and Joiners: Branch 1.* Dwight Hall, 514 Tremont; J. F. Medland, B. A., 812 Saratoga, E. B.; R. Turnbull, S., 121 Hewlett, Rox.
- Amalgamated Carpenters and Joiners: Branch 2.* 9 Elm; J. F. Medland, B. A., 812 Saratoga, E. B.; J. Stewart, S., 9 Cypress, Somerville.
- Amalgamated Carpenters and Joiners: Branch 3.* 67 Warren, Rox.; J. F. Medland, B. A., 812 Saratoga, E. B.; W. S. Moore, S., 8 Dromey Av., Dor.
- Amalgamated Carpenters and Joiners: Branch 4.* St. Omer Hall, Broadway, S. B.; J. F. Medland, B. A., 812 Saratoga, E. B.; J. E. Keyes, S., 734 E. Sixth, S. B.
- Artificial Stone and Asphalt Workers No. 1.* Union Hall, Dover and Albany; J. Dorkins, R. S.
- Atlantic Coast Marine Firemen* 284 Commercial; J. D. Mahoney, B. A.
- Atlantic Coast Seamen.* 1½ Lewis; W. H. Frazier, S.
- Bakers No. 4.* 45 Eliot; A. O. Cullymore, B. A., 29 Etna, Br.; J. A. McMahon, R. S.
- Bakers No. 45 (Hebrew).* J. Goldstein, C. and F. S., 40 Grove.
- Bakers No. 53.* 1095 Tremont; W. F. Glass, S.
- Bakers No. 154.* A. Gronan, S., 274 Friend.
- Bakery Wagon Drivers No. 230.* Deacon Hall, Washington and Worcester; W. H. Anderson, S., 302 Dudley, Rox.
- Barbers No. 182.* 164 Canal; C. E. O'Donnell, B. A., 42 Portland; A. H. Pettigrew, S., 48 Federal.
- Bartenders No. 77.* 164 Canal; T. F. Mooney, B. A.; M. J. Mattimoe, S. T.
- Ben Franklin Assembly 5463.* 69 Concord; J. H. Keenan, R. S., 15 Langdon, Rox.
- Bill Posters and Billers No. 17.* 724 Washington; H. M. Peyser, S., 269 Shawmut Av.
- Blacksmiths' Helpers No. 332.* 45 Eliot; M. A. Dunn, R. S., 19 Bickford, Rox.
- Blacksmiths No. 209.* 45 Eliot; J. McNally, R. S., 106 Waverly, Everett.
- Boiler Makers: Bay State Lodge No. 9.* 45 Eliot; W. H. Courser, R. S., 297 Main, Cambridge.
- Book and Job Branch of Typographical No. 13.* 45 Eliot; J. A. McPherson, B. A.; T. J. Sears, S.
- Bookbinders No. 16.* 11 Appleton; B. Whidden, R. S., 27 School St. Pl., Rox.
- Bookbinders No. 56 (Women).* Mary Wood, S., 272 Emerson.
- Boot and Shoe Repairers No. 380.* 46 Stillman; S. Blake, B. A.; S. Haffenburg, R. S.
- Boot and Shoe Workers.* International Headquarters, 432 Albany Bldg.; C. L. Baine, S. T.
- Boston Junk Collectors Association.* B. R. Miller, R. S.
- Bottlers and Drivers No. 122.* 1095 Tremont; J. P. Weigel, B. A. and R. S., Room 14, 1117 Columbus Av., Rox.
- Bozmakers and Sawyers No. 201.* 45 Eliot; E. N. Goodwin, S., 205 Lincoln Av., Revere
- Brass Molders No. 192.* 987 Washington; G. H. McCrane, B. A.; J. J. Jordan, R. S., 725 E Second, S. B.
- Brass Workers No. 14.* Workingmen's Hall, 27 Amory Av., Rox.; E. Levar, S.
- Brass Workers No. 55.* 987 Washington; G. H. McCrane, B. A.; C. Martens, S., 698 Eighth, S. B.
- Brewery Workmen No. 11.* Workingmen's Hall, Rox.; J. E. Lieber, R. S., 1117 Columbus Av., Rox.
- Brewery Workmen No. 29.* 1095 Tremont; E. F. Ward, B. A. and R. S., 1117 Columbus Av., Rox.
- Bricklayers No. 3.* 45 Eliot; J. F. Driscoll, B. A.; G. J. Twiss, R. S., 19 St. Margaret, Dor.
- Bricklayers No. 27.* J. Gleason, S., 1183 Tremont, Rox.
- Bridge and Structural Iron Workers No. 7.* 995 Washington; J. H. Carr, B. A.; W. Pope, R. S.
- Broom and Whisk Makers No. 90.* G. K. Scott, S., 14 Otis, Somerville.
- Building Laborers District Council.* 987 Washington; W. H. Pope, B. A., 21 Boylston Bldg.
- Building Laborers No. 6.* 45 Eliot; D. E. Gearin, R. S., 127 Fisher Av., Rox.
- Building Laborers No. 33.* P. Ciapponi, S.
- Building Laborers No. 162.* M. Philpin, S., 46 Gold, S. B.
- Building Trades Council.* 18 Kneeland; J. T. Cashman, B. A.; C. Parsons, R. S.
- Button Hole Makers No. 192.* 28 Kneeland; L. Wilner, S., 80 Blackstone.
- Cupmakers No. 7.* 724 Washington; M. Kramer, S., 66 Westminster.
- Car and Locomotive Painters No. 338.* 724 Washington; A. Francoeur, R. S., 75 Cushing, Cambridge.
- Car Cleaners No. 192.*
- Carpenters District Council of Boston and Vicinity.* 1031 Washington; C. W. Cameron, B. A.; A. M. Watson, R. S., 10 Davis Ave., Brookline
- Carpenters No. 33.* 987 Washington; J. E. Potts, B. A., 1031 Washington; A. M. Sinclair, R. S., 641 E Eighth, S. B.
- Carpenters No. 67 (Rochury).* 67 Warren; J. M. Devine, B. A., Clarence, Rox.; D. Cole, R. S., 531 Sixth, S. B.
- Carpenters No. 218 (East Boston).* Union Hall, 18 Decatur, E. B.; A. Thornton, B. A., 12 Glendon Pl., E. B.; C. McDonald, S., 145 Falcon, E. B.
- Carpenters No. 386 (Dorchester).* Music Hall, Fields Corner; J. E. Eaton, B. A., 58 Florida, Dor.; J. Burns, R. S., 55 Telegraph, S. B.
- Carpenters No. 889 (Allston).* Red Men's Hall, Br.; C. Dexter, B. A., 97 Academy Hill Rd., Br.; G. W. Clark, S., 15 Everett, Alls.
- Carpenters No. 938 (West Roxbury).* Fairview Hall, Rox.; J. J. Smith, B. A. and R. S., 105 Arundel, Rox.
- Carpenters No. 954 (Hebrew).* Swartz Hall, Leverett; D. Goldman, B. A., 28 Billerica; W. Frumkin, R. S., 181 Chambers.
- Carpenters No. 959 (Mattapan).* Bartletts Hall, Mat.; J. F. Forbes, R. S., Canton Av., Mat.
- Carpenters No. 1424.* 93 Hanover; S. McNeil, R. S.
- Carpet Upholsterers No. 89.* 724 Washington; J. F. Kelleher, R. S., 63A Beach.
- Carriage and Cab Drivers No. 126.* Caledonian Hall, 45 Eliot; J. W. Barry, B. A. and S., 177 Washington, North.
- Carriage and Wagon Workers No. 9.* 987 Washington; G. A. Rogers, R. S., 18 Florence, Cambridge.
- Car Workers: Allston Lodge No. 107.* Parnell Hall, Br.; F. E. Barlow, B. A. and R. S., 27 Athol, Alls.
- Car Workers: Plymouth Rock Lodge.* 987 Washington.
- Cement and Asphalt Laborers.* Union Hall, Dover and Albany; J. O'Donnell, R. S.
- Cement and Asphalt Workers.* Union Hall, Dover and Albany; J. Foy, R. S.
- Central Labor Union.* 987 Washington; H. Abrahams, S., 11 Appleton
- Chandelier Workers No. 18.* 987 Washington; J. J. Hickey, R. S.
- Chemical Workers No. 10983.* N. Manley, S., 3 Boston, Everett.
- Cigarette Makers.* H. E. Hartick, C. S., 41 India

Cigar Factory Strippers No. 8156. 11 Appleton; Rose Scully, R. S., 4 Davies Pl., Rox.

Cigarmakers No. 97. 11 Appleton; H. Abrahams, B. A. and S.

Cloth Examiners and Spongers No. 11512. 18 Kneeland; R. Lundgren, R. S., 103 Bedford.

Clothing Cutters and Trimmers No. 132. 18 Kneeland; F. A. Gallagher, S.

Couchmen and Stablemen No. 6327. J. Grady, S., 306 Ruggles, Rox.

Coal Handlers No. 623. 987 Washington; J. F. Peters, R. S., 206 I, S. B.

Coal Hoisting Engineers No. 74. 994 Washington; W. A. Goodwin, R. S., 124 Buttonwood, S. B.

Coal Teamsters and Helpers No. 68. 987 Washington; M. J. Sheehan and M. F. McNally, B. A., 177 Washington, North; D. Proctor, R. S., 69 Gore, Cambridge.

Coastwise Longshoremen's Assembly 1062. J. T. O'Neill, R. S., 241 C, S. B.

Coat Makers No. 1. 28 Kneeland; J. K. Slivkosky, S.

Coat Makers (Women). 28 Kneeland.

Commercial Telegraphers No. 4. 694 Washington; J. B. Gatins, S., 41 Herald Office.

Composition and Papier Maché Workers No. 10872. W. J. Brown, S., 19 Burney, Rox.

Cooks No. 328. 45 Eliot; C. L. Gallant, B. A.; P. DeGrange, R. S.

Coopers No. 58. 46 Stillman; D. Alexander, R. S., 2 Union Pl., E. B.

Coopers No. 89. 1080 Tremont; P. J. Donnelly, S., 14 Bickford Av.

Coopers No. 195. 46 Stillman; W. F. Quilty, R. S., 153 E, S. B.

Coppersmiths No. 58. 2 City Sq., Chasn.; H. W. McAllister, B. A. and R. S., 8 Lawrence, Chelsea.

Coremakers No. 428. 45 Eliot; J. Hahn, F. S., 374 Dorchester, S. B.

Custom Tailors No. 12. 694 Washington; M. Larson, S., Room 15, 89 Court.

Custom Tailors No. 223. 164 Canal; H. Isaacs, S., 257 Heath, Rox.

Cutting Die Workers No. 10573. M. A. Gould, S., 53 Chambers.

Decorative Glass Workers No. 28. 724 Washington; F. L. Davey, R. S., 68 Devon, Rox.

District Executive Committee of Bricklayers and Masons of Boston and Vicinity. 45 Eliot; S. S. Kenney, S.

Dredgemen. Engineers Hall, E. B.; P. Knowlton, S.

Drop Forgers and Hammermen No. 47. C. McChesney, S., 200 W. Sixth, S. B.

Drug Clerks No. 143.

Dry Goods Clerks No. 796.

Electrical Cable Splicers No. 396. 11 Appleton; D. R. McGregor, R. S., 241 Minot, Dor.

Electrical Insidemen No. 103. 987 Washington; P. W. Collins, B. A., 23 Orange, Chelsea; F. J. Reardon, R. S., 48 Mystic, Chasn.

Electrical Linemen No. 104. 9 Appleton; J. A. McInnis, R. S., 23 Oak Grove Ter., Rox.

Electrotype Plate Makers No. 3. 724 Washington; P. S. Barrett, B. A., 196 C, S. B.; A. E. Hathaway, R. S., 12 Ellet, Dor.

Electrotypers No. 11. 724 Washington; F. L. Murray, S., 10 Mt Auburn, Cambridge.

Elevator Constructors No. 4. E. E. Mills, B. A., 19 Allston; J. C. McDonald, R. S., 17 Walpole, Rox.

Elevator Operators. 985 Washington.

Engineers, Firemen, and Assistants Assembly 1628. 995 Washington; G. C. Leonard, S., 78 Portland.

Express Wagon Drivers and Handlers No. 307. 987 Washington; T. F. Burke, S., 40 Village.

Fishermen's Union of the Atlantic. Commercial Wharf; A. McDonald, S., 76 Prentiss, Cambridge.

Floor Layers No. 1096. 724 Washington; J. A. McKenzie, R. S., 136 K, S. B.

Fort Winthrop Assembly 1642. Webster Hall, E. B.; H. T. Hammess, S.

Franklin Association No. 18. 987 Washington; M. S. Cooney, B. A., Room 28, 235 Washington; M. H. O'Connor, R. S.

Freestone Cutters. 375 Harrison Av.

Freight Clerks Assembly 1793 (B. and M. R.R.). Roughan Hall, Chasn.; J. J. Kirby, R. S., 107 Winthrop, Rox.

Freight Handlers Assembly 628 (B. and A. R.R.). 45 Eliot; J. R. Dalton, R. S., 241 C, S. B.

Freight Handlers Assembly No. 5572 (B. and M. R.R.). Schwartz Hall, 25 Leverett; A. Ryan, S.

Garment Workers District Council No. 9. Room 6, 28 School; M. Biller, S.

Gaxfters No. 175. 18 Kneeland; C. Parsons, R. S., 2 Garland

Gilders No. 1020. 987 Washington; J. T. O'Neill, B. A.; J. J. McGrath, R. S., 29 Winchester, Medford.

Glass Workers No. 39. 45 Eliot; J. E. Stack, S., 130 Maverick, E. B.

Glove Cutters. 724 Washington.

Gold Beaters Protective No. 9612. 724 Washington; C. Roeder, R. S., 83 Sudbury.

Granite Cutters. 46 Stillman; J. Mahoney, B. A., 385 Windsor, Cambridge; W. McCartney, C. S., 53 Gates, S. B.

Grocery and Provision Clerks No. 169. N. J. Nally, B. A., 44 Linden Park, Rox.; J. J. Tobin, R. S., 10 Pontiac, Rox.

Grocery and Provision Clerks No. 539 (Roslindale). Fairview Hall, Ros.; J. W. Rodick, B. A., New Amherst, Ros.; J. H. Conghlin, R. S., 41 Mt. Hope, Ros.

Grocery and Provision Clerks No. 873 (East Boston). F. Schweill, C. S.

Hardwood Finishers No. 109. 45 Eliot; M. J. Needham, R. S., 121 Webster Av., Cambridge.

Harness Makers No. 105. 724 Washington; J. C. Dunn, R. S., 119 Dilworth.

Hat Finishers. 987 Washington; J. Pelsner, R. S., 204 Heath, Rox.

Hat Makers No. 5. 987 Washington; E. Patterson, S., 256 W. Sixth, S. B.

Hatters No. 6. 987 Washington; C. Morris, S., 15 Warrenton.

Hat Tip Printers No. 4. Broadway Extension; G. W. Isaacs, S., 8 Sheafe, Chasn.

Hay and Grain Teamsters No. 808. Dover Hall, Dover and Albany; J. Murphy, R. S., 115 B, S. B.

Hod Carriers and Building Laborers No. 155. 987 Washington; D. Connors, B. A.; J. E. Campbell, R. S., 37 Rochester.

Hog Butchers No. 383. J. Masterson, S., 43 Ninth Av., Cambridge.

Hoisting and Portable Engineers No. 4. 994 Washington; C. A. Springer, B. A. and R. S., 2618 Washington.

Horse Nail Workers Protective No. 6313. J. D. Sullivan, S., 4 Chicatawbut, Nep.

Horseshoers No. 5. 987 Washington; J. P. Mahoney, B. A.; J. Cronin, R. S., 15 Hall, J. P.

Housesmiths and Architectural Iron and Wire Workers No. 36. 987 Washington; D. J. Sullivan, B. A., 8 Bennet; J. H. Post, S., 8 Bennet.

- Ice Team Drivers No. 171.* Turn Hall, Middlesex; E. H. Barbour, S., 445 Broadway, S. B.
- Industrial Insurance Agents.* 724 Washington; E. Hitchens, R. S., 143 Meridian, E. B.
- Inside Architectural Iron Workers No. 59.* 987 Washington.
- Insulators and Asbestos Workers No. 6918.* 8 Bennet; C. Olsen, S., Box 1968.
- Iron and Brass Chippers No. 11610.* 45 Eliot; J. J. Seymour, R. S.
- Iron and Brass Molders No. 106.* 45 Eliot; T. McSweeney, S., 9 Carson, Dor.
- Italian Laborers.* 264 Commercial; G. Bulgarelli, S., 23 North Sq.
- Italian Laborers and Elevators No. 11679.* 3 Snowhill; D. Dalessandro, B. A.; G. Tucci, R. S., 200 Salem.
- Knee Pants Makers No. 140.* 183 Court; M. Silverstein, S.
- Knights of Labor: District Assembly 30 (Incorporated).* 228 Tremont; M. J. Kenney, S. T.
- Knights of Labor: District Assembly 30 (Original).* Roughan Hall, Chasn.; J. Regan, S. T., 23 Allen, Somerville.
- Lathers No. 72.* 987 Washington; F. F. Schultz, R. S.
- Laundry Wagon Drivers No. 650.* 724 Washington; E. C. Turnbull, S., 164 Canal.
- Laundry Workers No. 66.* 987 Washington; W. Benard, R. S., 26 Pearl, Chelsea.
- Lithographers No. 3.* 724 Washington; J. Cunningham, R. S., 145½ Clark Av., Chelsea.
- Locomotive Engineers No. 61.* Staniford; G. R. Dority, F. S., 6 School, Chasn.
- Locomotive Engineers No. 312.* 724 Washington; C. P. Shufelt, F. S., S. Walpole, Mass.
- Locomotive Engineers No. 439.* 724 Washington; E. E. Potter, F. S., 8 G, S. B.
- Locomotive Firemen No. 57.* 446 Tremont; H. D. Mathews, S., 22 Wyoming, Rox.
- Longshoremen No. 302.* G. Gilligan, B. A.; W. Driscoll, R. S.
- Longshoremen No. 545.* 53 Hanover.
- Longshoremen No. 549.*
- Longshoremen; Noddle Island Assembly 5789.* Hibernian Hall, E. B.; J. Coakley, R. S., Box 13, E. B.
- Longshoremen; O'Connell Assembly 7174.* Roughan Hall, Chasn.; A. G. Norander, R. S., 51 Alpine, Somerville.
- Longshoremen's Assembly 9623.* 194 Hanover; T. J. Daly, S.
- Longshoremen's Trade Council.* W. F. Forbush, S.
- Lumber and Box Teamsters No. 112.* 987 Washington; P. J. Donahoe, B. A., 177 Washington, North; L. Myers, R. S., 490 Tremont.
- Machine Plane Workers No. 9603.* J. Barrett, S., 8 Brookford, Rox.
- Machinists No. 261.* 987 Washington; C. R. Stirling, B. A.; M. D. O'Brien, R. S.
- Machinists; Banker Hill Lodge No. 631.* Pythian Hall, Chasn.; C. R. Stirling, B. A., 987 Washington; E. H. Gould, R. S., 57 Warren, Chasn.
- Machinists No. 658.* Tonti Hall, E. S. B.; N. W. Potter, S., 28 Worcester Sq., Dor.
- Machinists; Railroad Lodge No. 567.* 994 Washington; C. R. Stirling, B. A., 987 Washington; S. F. Wiggin, S., 149 Main, Everett.
- Malters Trade District Union.* R. T. Allen, S., Box 1817.
- Marble Cutters and Setters No. 50.* 133 Blackstone.
- Marble Cutters' Helpers No. 54.* Union Hall, 133 Hanover; J. Downing, R. S.
- Marble Workers No. 1.* 133 Blackstone; J. F. Rehill, B. A., 8 Bennet; T. Fitzgerald, R. S., 877 Harrison Av.
- Marine Cooks and Stewards.* 223 Commercial; O. Frost, S.
- Marine Engineers Beneficial Association No. 59.* 167 Border, E. B.; L. J. Burris, R. S., Box 36, E. B.
- Market and Commission House Teamsters No. 631.* 9 Elm; C. O'Connor, B. A., 177 Washington, North; J. F. Morley, R. S., 177 Washington, North.
- Meat Cutters and Butchers No. 397.* 193 Hanover; J. A. Donnelly, R. S., 23 Galena, Rox.
- Messenger Boys Protective No. 11252.* W. J. Keating, S., 5 Tufts, Chasn.
- Metal Polishers No. 95.* M. L. Heeger, R. S.
- Metal Trades Council.* 987 Washington; E. Blasset, R. S.
- Milk Wagon Drivers and Helpers No. 334.* 987 Washington.
- Mill and Bench Hands No. 1410 (Carpenters).* 1031 Washington; R. K. Smith, R. S., 22 Cedar, Rox.
- Mixed Assembly 1756.* Parnell Hall, Br; J. McCann, R. S., 3 Allen Rd., Br.
- Molding and Picture Frame Workers No. 251.* 45 Eliot.
- Mosaic and Tenazzo Tile Workers.*
- Musicians Assembly No. 313.* 45 Elliot; H. C. Wolfe, S., 88 Court.
- Musicians No. 9.* 47 Hanover; T. C. Keleher, R. S., 399 Dorchester, S. B.
- Newsboys Protective No. 9077.* 53 Hanover; M. H. Zaremsky, R. S., 74 Allen.
- Newspaper Mailers No. 1.* Elks Hall; E. M. Willis, S., Box 1817.
- Newspaper Stereotypers No. 2.* Elks Hall, 24 Hayward Pl.; G. F. Moore, R. S., Box 3350.
- Newspaper Wagon Drivers and Helpers No. 259.* 987 Washington; E. I. Lewis, R. S., 31½ Allen.
- Newspaper Writers No. 1.* 724 Washington; G. H. Dunderdale, R. S., 76 Summer.
- Overall and Sheepskin Workers No. 163.* 18 Kneeland; A. Allen, S.
- Painters, Decorators, and Paper Hangers No. 642 (Hebrew).* 15 Leverett; M. Rosin, B. A., 113 Ruggles; B. Handust, R. S., 9 Sixth, Chelsea.
- Painters No. 11.* 987 Washington; W. F. McCarthy, B. A., 94 Heath, Rox.; C. D. McVey, R. S., 159 D, S. B.
- Pants Makers No. 173.* 164 Canal; M. Biller, S., 28 School.
- Paper Hangers No. 258.* 724 Washington; J. Truand, B. A., 150 W. Concord; G. W. Gleason, R. S., 40 Beach, Dor.
- Paper Rulers No. 13.* W. A. Welch, 3 St. Charles, S. B.
- Parcel Delivery and Department Store Drivers No. 191.* 724 Washington; J. J. Ryan, R. S., 38 Otis, Somerville.
- Park Employees Assembly 7576.* 987 Washington; R. Allen, R. S., 56 Nashua.
- Pattern Makers.* 724 Washington; S. M. Lent, B. A.; L. C. Powers, R. S., 166 Mt. Vernon, Malden.
- Pavers Assembly 1632.* Dover and Albany; M. Gorham, R. S., 245 Ninth, S. B.
- Paring Department Employees Assembly 9816.* 69 Concord; M. Heaney, R. S., 97 Call, J. P.
- Paring Department Workers No. 6751.* 987 Washington; M. F. O'Brien, B. A.; J. H. Barry, R. S.
- Photo-engravers No. 3.* 724 Washington; J. P. Simonds, Jr., S., 7 Spring Lane.
- Piano and Furniture Movers No. 343.* 1095 Tremont; W. M. Hunter, S., 44 Francis, Rox.

Piano and Organ Workers No. 19. Jefferson Hall; T. B. Dardis, B. A., 319 Columbia, Cambridge; M. J. Dolan, C. S., 15 Burrell, Rox.

Piano and Organ Workers No. 21. 987 Washington; T. Harrington, C. S., 223 Bolton.

Pile Drivers and Wharf Builders No. 11318. Unity Hall, Decatur, E. B.; A. McDonald, S., 287 Chelsea, E. B.

Plasterers No. 10. 11 Appleton; P. O'Connor, B. A., 190 Paris, E. B.; E. J. Meleedy, R. S., 378 Neponset Av., Dor.

Plasterers' Tenders No. 154. 375 Washington; M. M. Sullivan, R. S.

Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers District Council of Boston and Vicinity. J. P. Curry, S., 447 Summer, W. Lynn.

Plumbers No. 12. 995 Washington; T. L. Pratt, B. A., 18 Boylston; O. F. Metcalf, R. S., 61 Main, Winthrop.

Preserve Makers and Helpers No. 11242. T. S. Lucas, S., 1207 Tremont, Rox.

Printing Pressmen No. 67. Elks Hall, 24 Hayward Pl.; J. F. O'Hare, B. A., Room 20, 235 Washington; W. J. Fitzpatrick, R. S., 31 Bartlett, Chasn.

Putnam Assembly 12002. Woods Hall, 196 Putnam, E. B.; D. Punch, S., 5 Chelsea Ct., E. B.

Railroad Freight and Baggage-men No. 71. Bartenders Hall, 164 Canal; J. H. O'Hara, R. S., 321 Salem, Malden.

Railroad Freight and Baggage-men No. 93. H. D. McDonald, S. T., 25 Mt. Pleasant Av., Rox.

Railroad Telegraphers No. 89. 694 Washington; W. L. Wright, S. T., 192 Dartmouth.

Railroad Trainmen: Bunker Hill Lodge No. 404. 212 A Main, Chasn.; L. H. Brown, R. S., 16 Fountain Av., Somerville.

Railroad Trainmen: City Point Lodge No. 507. 409 W. Broadway, S. B.; W. J. Loring, S., S. Braintree.

Railroad Trainmen No. 97. 3 Boylston Pl.; M. V. Brennan, S., 80 Woodlawn, J. P.

Railroad Trainmen: Puritan Lodge No. 621. 11 City Sq., Chasn.; H. W. Stanley, S., 136 Brookline, Lynn.

Railroad Trainmen: Tri-Mountain Lodge No. 486. 149 Staniford; J. J. Fitzpatrick, S., 42 Charles, Auburndale.

Railway Carmen: Bay State Lodge No. 102. 309 Albany; H. Legge, R. S., 50 Clarendon.

Railway Carmen: Hub Lodge No. 261. Engineers' Hall, Causeway and Merrimac; E. F. Breck, R. S., 419 Auburn, Auburndale.

Railway Carmen No. 255. J. M. Spence, R. S., Readville.

Railway Clerks No. 101. Mishawum Hall, City Sq., Chasn.; G. H. Streeter, R. S., 11 Prescott, Somerville.

Railway Clerks: Old Colony Lodge No. 143. 724 Washington; G. H. Bolles, R. S., Austin, Mat.

Railway Conductors No. 122. 446 Tremont; C. D. Baker, S., 47 Florence, Somerville.

Railway Conductors No. 157. 24 Hayward Pl.; C. W. Merrill, S., 29 Evergreen, Rox.

Railway Conductors No. 413. 25 Main, Chasn.; R. E. Beal, S., 257 Broadway, Lawrence.

Railway Postal Clerks. J. E. Corbin, S., 9 Hatch, Everett.

Retail Clerks District Council. N. J. Nally, B. A., 44 Linden Park, Rox.

Riggers Protective No. 10315. Bathhouse Wharf, Border, E. B.; C. W. Hughes, S., 106 Paris, E. B.

Roofers Protective No. 17. 18 Kneeland; C. Egan, R. S.

Rubber Garment Workers No. 171. 112 Salem; H. Nicholas, B. A. and R. S.; 4 Wall.

Sand and Tipcart Drivers No. 191. 987 Washington; P. H. McNealy, B. A., 63 Marshfield, Rox.; J. Kinneally, R. S., 81 S. B.

Sanitary and Street Cleaning Department Teamsters and Helpers No. 119. 987 Washington; J. J. Downing, R. S., 12 Willowwood, Dor.

Sewer Workers Assembly 1621. Brodline Hall; J. E. Powers, B. A., 443 Shawmut Av.; G. Buchanan, R. S., 188 Bolton, S. B.

Sewer Workers No. 9588. Kossuth Hall, 1095 Washington; M. McMahon, S., 811 Dorchester Av., Dor.

Sheep Butchers No. 163. T. McGreal, S., 6 Cynnet, Br.

Sheet Metal Workers No. 17. 11 Appleton; J. H. Kennedy, B. A.; A. Campbell, R. S., 21 Maryland, Dor.

Shipwrights Protective No. 8955. 86 Border, E. B.; G. C. Parsons, S., 20 Eutaw, E. B.

Sign Builders and Hangers No. 1271. 1031 Washington; J. A. Cotting, B. A., 38 Orchard, Medford; H. B. Sandersen, R. S., 17 Yarmouth.

Sign Writers No. 391. 12 Kneeland; C. J. McHugh, R. S., 7 Quincey, Somerville.

Skirt and Cloak Makers No. 26. 54 Cross; A. A. Brownstein, B. A., 16 Elm, Chelsea; J. Stern, R. S.

Soda Fountain Clerks and Soda Workers. 987 Washington.

Stablemen's Protective No. 10663. 10 W. Canton; T. Scott, B. A., 25 Warwick, Rox.; R. D. Bennett, R. S., 129 Eliot.

Stairbuilders No. 1573. 1031 Washington; G. E. Haskins, R. S., Wollaston.

Staplers No. 45. 18 Kneeland; D. J. Collins, S., 281 Millett, Dor.

Stationary Firemen No. 353. 994 Washington; L. J. Hackett, B. A., 14 Hutchins Av., Rox.; J. V. Hill, R. S., 14 Cross, Somerville.

Steam Engineers No. 16. 994 Washington; W. J. Lynch, R. S., 113 High, Chasn.

Steam Engineers No. 263. 995 Washington; W. E. Saunders, S.

Steamfitters' Helpers No. 26. 994 Washington; J. J. Brophy, B. A.; A. Wright, R. S.

Steamfitters No. 22. 994 Washington; J. J. Brophy, B. A.; J. A. Kenney, R. S.

Steam Railroad Employees Assembly 1741. Monument Hall, Chasn.; R. Forbes, S.

Stonemasons No. 9. 45 Eliot; R. J. Hester, R. S., 968 Parker, Rox.

Stonemasons No. 33. J. J. McCarthy, S., 36 Heath, Rox.

Stone Pointers Assembly 1626. 45 Eliot; W. G. Pickett, R. S., 7 Sachem, Rox.

Straw Hat Operators No. 9591. Miss A. E. Simpson, S., 229 Main, Chasn.

Structural Building Trades Alliance. 987 Washington; J. E. Potts, R. S., 67 Batchelder, Rox.

Switchmen: Constitution Lodge No. 200. Cotton Hall, Chasn.; T. B. Lamb, S., 18 Murray, Somerville.

Tailors No. 1. 28 Kneeland; I. L. Witkin, S., Room 6, 28 School.

Teamsters Joint Council. Caladonian Hall, 45 Eliot; J. J. Shea, R. S., 3 H, S. B.

Teamsters No. 25. Brodline Hall, Albany and Dover; J. A. Murray and J. A. Duffy, B. A., 177 Washington, North; J. J. Shea, R. S., 3 H, S. B.

Teamsters No. 242 (East Boston). C. L. U. Hall, Chelsea, Mass.; J. McGonagle, S., Saratoga, E. B.

Theatrical Stage Employees No. 11. 18 Kneeland; P. Maloney, B. A., 1328 Washington; J. J. Barry, S., 75 Albany.

Tile Layers' Helpers No. 36. 45 Eliot; L. J. Sullivan, R. S., 15 Melrose.

Tile Layers No. 22. 514 Tremont; R. Finlay, S., 208 L, S. B.

Transatlantic Steamship Clerks Assembly 1648. Roughan Hall, Chasn.; C. R. Smith, 8 Summer, Chasn.

Transfer Drivers and Helpers No. 612. Jefferson Hall, Albany and Dover; P. F. Leonard, R. S., 1 Andrew.

Transportation: Boston Division No. 61. 149 Staniford; W. F. Buckham, C. S., Ayer, Mass.

Trunk and Bag Makers No. 21.

Typographical No. 13. Brodline Hall; J. A. McPherson, B. A., 52 Federal; H. Sterling, R. S., Room 2, 52 Federal.

Upholsters No. 53. J. E. Thornton, R. S., 122 Dorchester, S. B.

Upholsters No. 109. 9 Stillman; G. Bloom, S., Chamber.

Vest Makers No. 172. 122 Salem; M. Kirshtein, S., 32 Sheafe.

Waist Makers No. 42.

Waiters No. 80. 987 Washington; J. E. Laycock, B. A., 33 Village; T. J. Ryan, R. S., 906 Washington.

Waiters No. 183 (Colored). 38 Dover; P. Lawrence, Pres.

Water Department Employees No. 6356. 987 Washington; J. J. O'Connor, S., 330 Sterling.

Water Works Assembly 1927. 67 Warren; J. E. Cahill, R. S., 717 Massachusetts Av.

Web Pressmen No. 3. 24 Hayward Pl.

Wholesale Grocery Clerks No. 10920. L. Safirstein, S., 65 Maverick, E. B.

Wood Carvers. 126 Dartmouth; H. C. Bamberg, S., 17 Buttonwood, Dor.

Woodworkers District Council. 45 Eliot; F. O. Doyle, S.

Woodworkers No. 24. 45 Eliot; W. H. McCarthy, B. A., 1552 Cambridge, Cambridge; E. Thulin, R. S., 116 Berkshire, Cambridge.

Woodworkers No. 251. H. Copithorne, S., 28 Cedar, Chasn.

Wrapper Makers No. 37.

BRAINTREE.

Boot and Shoe Workers No. 143 (Mixed). G. A. R. Hall; F. T. Lyons, F. and C. S.

Carpenters No. 1550. J. A. Ryan, R. S., Box 25, E. Braintree.

BRIDGEWATER.

Boot and Shoe Workers No. 357. A. S. Reed, F. and C. S., Box 142.

Carpenters No. 1046. Masonic Hall; W. H. Swift, R. S., 22 Mt. Prospect.

BROCKTON.

Allied Printing Trades Council. 11 Arcade Bldg.; W. H. Adams, S., 63 Harvard.

Bakers No. 180. 11 E. Elm; W. Sands, R. S.

Bakery Wagon Drivers No. 57. Sons of Veterans Hall; F. J. Powers, R. S.

Barbers No. 238. Foresters Hall; W. Mills, R. S., 5 Hull.

Blacksmiths No. 216. 11 E. Elm; P. J. Foley, F. S.

Boot and Shoe Workers No. 38 (Mixed). Lasters Hall; J. P. Meade, B. A., 70 Center; F. O. Reardon, R. S.

Bootblacks No. 9801. W. Burrell, S., 49 Perkins.

Bricklayers No. 5. 70 Center; J. J. Murphy, S., 47 Addison Av.

Building Laborers No. 132. 11 E. Elm; M. Neafsey, B. A.; M. Long, S., 24 E. Elm.

Building Trades Council. 14 Arcade Bldg.; T. K. Wood, R. S., 199 N. Warren Av.

Candy Makers and Packers No. 266. Sons of Veterans Hall; Florence Robertson, R. S., 18 Taylor Av.

Carpenters No. 624. Mason Hall, 40 Center; W. Hanson, S., 100 Turner.

Carriage and Wagon Workers No. 103. 11 E. Elm; G. E. Sears, B. A.; A. H. Rogers, R. S.

Central Labor Union. Socialist Hall; H. L. Bearce, S., 71 Myrtle.

Clothing and Shoe Clerks No. 504. 11 Arcade Bldg.; H. L. Bearce, B. A., 71 Myrtle; E. M. Taylor, R. S.

Cooks and Waiters No. 327. E. E. Jordan, R. S., 66 Winthrop.

Cutting Die Makers No. 10355. Foresters Hall; F. T. Meagher, S., 113 N. Montello.

Dressers and Packers No. 365. Mason Block; D. E. McCarthy, B. A., 134 Arcade Bldg.; Eliza Fox, R. S.

Dry Goods Clerks No. 605. Savings Bank Block; W. B. Lewis, S., 27 Franklin.

Edgemakers. 70 Center; T. C. Farrell, B. A.

Edge Trimmers and Setters No. 118. Gardners Block; T. C. Farrell, B. A.; P. Monaghan, R. S.

Elastic Goring Weavers. 426 N. Warren Av.; E. Ashley, S., 42 Lowell.

Electrical Workers No. 223. 114 Arcade Bldg.; B. E. Adams, S., 72 Green Pl.

Grocery and Provision Clerks No. 358. 47 Center; H. L. Bearce, B. A., 71 Myrtle; B. Dalton, R. S., Warren Av.

Heelers No. 370. Socialist Hall, Center; P. J. Mulligan, B. A., Park; E. H. McKenney, R. S.

Joint Shoe Council. Lasters Hall; J. F. Buckley, S., 430 N. Montello.

Laborers Protective No. 9105. Park Theatre; M. F. Neafsey, B. A. and S.; 48 Tabor Av.

Lasters No. 192. Lasters Hall; J. Crawford, B. A., Box 351; A. H. Peterson, R. S.

Last Makers No. 9269. Bay State Block; G. E. Minzy, S., 12 Harvard.

Lathers No. 123. 114 Arcade Bldg.; F. W. Doane, S., 458 N. Main.

Laundry Wagon Drivers No. 272. 13 E. Elm; J. C. Lothrop, R. S.

Laundry Workers No. 64. Foresters Hall; P. F. Hanley, B. A., 371 N. Main; Mrs. E. Crosby, R. S., 366 Court.

Leather Cutters No. 35. Lasters Hall; W. H. Parks, B. A., 13 Washburn Block; T. O'Hare, R. S., 126 Main.

Machinists No. 176. Socialist Hall, Center; A. A. Poland, R. S., 63 Tremont, Campello.

Musicians No. 138. Room 1, 6 Main; W. E. Morris, R. S.

Newsboys No. 9904.

Painters, Decorators, and Paperhangers No. 296. Socialist Hall; T. G. Kittredge, B. A., 4 Central Sq.; G. H. Maxwell, R. S., Box 417, Whitman.

Painters No. 643. A. S. Freethy, S., Stoughton, Mass.

Plumbers No. 276. Arcade Bldg.; A. P. McAfel, S., 78 Commercial.

Printing Pressmen No. 102. 11 Arcade Bldg.; R. Gould, S. T., 96 Moraine.

Roofers Protective.

Sheet Metal Workers No. 248. W. B. Pickering, S., 19 Appleton.
Shoe Finishers No. 37. Lasters Hall; F. Moriarty, B. A., 124 Arcade Bldg.; M. W. Dunn, R. S.
Shoe Repairers No. 393. A. E. Garland, B. A., 44 High; F. E. Brown, R. S.
Skivers No. 406. H. A. Tyler, B. A., 31 W. Elm; H. C. Poole, R. S.
Sole Fasteners No. 111. 158 Main; E. T. Walls, B. A., Box 409; G. W. Willer, S., 19 Clinton Av.
Sole Leather Workers No. 74. Clarks Block; J. P. Meade, B. A., 70 Center; S. F. Packard, R. S.
Stablemen's Protective No. 10018. 13 E. Elm; M. Clune, S., 133 Main.
Stationary Firemen No. 47. 47 Center; T. F. Hefferman, S., 21½ E. Nilson.
Steam Engineers No. 111. School and Montello; E. N. Beane, S., 62 Milton.
Steamfitters and Helpers No. 316. Arcade Bldg.; L. Gibson, S., Liberty.
Stitchers No. 44. 111 Arcade Bldg; W. A. McKendrick, B. A.; E. F. Brady, R. S.
Stonemasons No. 14. R. Baldwin, S., 744 Montello.
Street Railway Employees No. 255. A. O. U. W. Hall; J. J. Sherman, R. S., 34 Brookside Av.
Tuck Makers No. 6. R. E. Nute, R. S.
Tailors No. 105. Arcade Bldg.; P. Nesbit, S., 23 Center.
Teamsters Joint Council of Brockton and Vicinity. J. F. Gardner, R. S., 60 Tremont, Campello.
Teamsters No. 286. 13 E. Elm; J. Burke, B. A.; W. Lyford, R. S.
Trees No. 36. Socialist Hall; H. W. Leach, B. A., 124 Arcade Bldg.; J. F. Carr, R. S.
Typographical No. 224. 11 Arcade Bldg.; A. B. Slocomb, S. T., 85 Glenwood Av.
Vampers No. 256. 111 Arcade Bldg.; W. M. Steele, B. A.; J. Wright, S.

Brookfield.

Boot and Shoe Workers No. 252 (Mixed). A. H. Bellows, B. A., L. B. 130; A. J. Leach, S.

Brookline.

Carpenters No. 438. 166 Washington; W. H. Walsh, B. A.; A. A. Martin, R. S., 311 Boylston.
Painters, Decorators, and Paper Hangers No. 709. 166 Washington; W. Montgomery, S., 7 High St. Pl.

CAMBRIDGE.

Amalgamated Carpenters and Joiners: Cambridge Branch. Temple of Honor Hall; C. Jolley, S.
Barbers No. 454. C. L. U. Hall; W. H. Antle, S., 476 Massachusetts Av.
Boiler Makers No. 250. 987 Washington, Boston; L. Peterson, R. S., Suite 5, 613 Columbus Av., Boston.
Building Laborers No. 10. C. L. U. Hall; M. Donahue, R. S., 78 Allston.
Carpenters No. 441. C. L. U. Hall; A. W. Morrison, B. A., 19 Banks; L. L. Sanborn, R. S., 76 Yorktown, W. Somerville.
Carpenters No. 1653 (North Cambridge). Unity Hall, Upland Rd; T. Babineau, R. S., Dudley.
Central Labor Union. C. L. U. Hall; I. F. Bowly, S., 31 Creighton.
Federal Labor No. 8279. C. L. U. Hall; J. Lavy, R. S.
Hack and Cab Drivers No. 323. C. L. U. Hall; J. J. Corkley, R. S.
Meat Cutters and Butchers No. 383. Prospect Hall; J. Masterson, R. S.

Painters, Decorators, and Paper Hangers No. 443. C. L. U. Hall; J. Durant, B. A., 9 Norton Pl, N. Cambridge; W. S. Corken, R. S., 41 Hammond, Roxbury.
Piano and Organ Workers No. 44. C. L. U. Hall; T. Dardis, B. A., 319 Columbia; F. J. Hadley, R. S., 7 Avon Pl, Somerville.
Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 127. St. George's Hall, Prospect House; T. F. Finney, B. A., 77 Austin; J. Vogel, R. S., 2036 Massachusetts Av.
Railroad Trainmen No. 380. Carlisle Hall; W. J. Hinton, S., 310 Foster Av.
Retail Clerks No. 816. C. L. U. Hall; J. Fitzpatrick, R. S., 380 Norfolk.
Rubber Workers No. 3. C. L. U. Hall; H. Kolbe, R. S., 455 Cambridge, Allston.
Sausage Makers No. 162. Harugari Hall; P. König, R. S., 3 Spring Pl.
Stonemasons No. 34. J. F. Crowley, S., 9 Rosmore, Somerville.
Typographical No. 61. C. L. U. Hall; J. E. Burke, S., 7 Mill.

Chelmsford.

Granite Cutters. J. Warley, S., Box 195, N. Chelmsford.

CHELSEA.

Amalgamated Carpenters and Joiners: Chelsea Branch. 37 Fourth; J. J. Keuney, S., 474 Boylston, Brookline.
Boot and Shoe Workers No. 271. E. Finney, B. A., 94 Walnut.
Carpenters No. 443. C. L. U. Hall; H. Williams, B. A. and R. S., 56 Marlborough.
Central Labor Union. C. L. U. Hall; P. S. Mulligan, S., 26 Poplar.
Cracker Bakers No. 29. C. L. U. Hall; J. Abrahams, S., 158 Chester Av.
Iron Molders No. 129. C. L. U. Hall; J. F. O'Rourke, F. S., 183 London, East Boston.
Machinists No. 606. 198 Broadway; C. R. Stirling, B. A., 987 Washington, Boston; H. A. Whidden, S., 293 Chestnut.
Painters, Decorators, and Paper Hangers No. 623. W. S. Andrews, S., 15 Silk.
Rug Selectors No. 9932. A. Rosenfield, S., 143 Addison.
Rubber Workers No. 15. E. Byrne, R. S., 57 Washington Av.
Stove Mounters No. 41. C. L. U. Hall; C. H. Churchill, R. S., Leamar, Saugus.
Street Railway Employees No. 240. E. J. Matthews, R. S.

Chester.

Granite Cutters. F. Austin, S.

CHICOPEE.

Allied Metal Mechanics (Chicopee Falls). M. J. Dillon, S., Box 518.
Barbers No. 199. W. J. Murphy, F. S., 222½ Exchange.
Bartenders No. 116. D. J. Readdin, S., 19 Emerald.
Carpenters No. 685. A. Rivest, R. S., 6 Chestnut.
Iron Molders No. 117. Loomfixers Hall; J. W. Williams, F. S., 218 School.
Machinists: Highland Lodge No. 457. A. Fredette, S., 161 Main, Chicopee Falls.
Metal Polishers No. 27. Machinists Hall; B. Moriarty, R. S., 92 Montgomery.
Nappers No. 336. Union Hall; J. F. Murphy, S., 63 Court, Chicopee Falls.

Painters, Decorators, and Paper Hangers No. 299.
C. A. Parker, S.
Textile Workers No. 354. Tapers Hall, Chicopee Falls; J. S. Grabowski, S., Box 185, Chicopee Falls.

Clinton.

Bartenders No. 272. W. F. O'Toole, S., Clinton House.
Bricklayers, Masons, and Plasterers No. 23. Parker Block; J. Connell, Jr., C. S., 106 Clark.
Carpenters No. 858. Room 12, 123 High; J. W. Anderson, B. A., 566 Main, Worcester; J. M. Robinson, R. S., S. Lancaster, Mass.
Painters, Decorators, and Paper Hangers No. 418. F. A. Stewart, S., 109 Sterling.

Cohasset.

Carpenters No. 1123. H. R. Gott, R. S., Box 478.

Concord.

Carpenters No. 1593. R. M. Marshall, R. S.
Leather Workers on Horse Goods No. 109. Warner Hall; H. McDonald, R. S., Church, Concord Junction.
Rubber Workers No. 2.

Conway.

Boot and Shoe Workers No. 230 (Mixed). W. Hindley, B. A.

Dalton.

Boot and Shoe Workers No. 254 (Mixed). E. H. Bailey, B. A., Box 225.
Painters and Paper Hangers No. 931. D. McDaniel, S.

Danvers.

Carpenters No. 950. H. A. Crosby, R. S.
Painters, Decorators, and Paper Hangers No. 877. F. A. Whitman, S., Chester.

Dedham.

Carpenters No. 892. 9 Danforth Block; A. W. Radcliff, R. S., East.
Coal and Lumber Teamsters and Helpers No. 95 (Dedham and Hyde Park). T. N. Stevens, R. S., 12 Waterloo, Hyde Park.
Stonemasons. 9 Danforth Block.
Street Railway Employees No. 273. L. M. Sleeper, R. S., Cohasset, Roslindale.

Easton.

Carpenters No. 784. C. Mason, R. and F. S., Box 61.
Painters, Decorators, and Paper Hangers No. 728 (North Easton). E. W. Baldwin, S., Bridge.

East Bridgewater.

Iron Molders No. 65. Ilibernian Hall; T. F. Morse, F. S., Box 235.

Easthampton.

Carpenters No. 1372. F. S. Knett, R. S., 24 Ward Av.
Elastic Goring Weavers. German Hall; H. Moore, S., 114 Park.
Painters No. 828. T. Winton, R. S.

East Longmeadow.

Quarry Workers No. 30. Town Hall; T. W. Spelght, S.

EVERETT.

Bricklayers and Masons No. 37. P. Mitchell, S., 183 Waverley Av., Revere.

Carpenters No. 780. Plaisted Hall, Broadway; J. McIntyre, R. S., Davis, Revere.
Painters No. 254. C. L. Alsterberg, S., 349 Main.

FALL RIVER.

Bakers No. 99. Leary Bldg., Fourth; F. Hilton, R. S.
Barbers No. 331. J. W. McCluskey, R. S.
Bartenders No. 99. J. J. Corrigan, R. S.
Brewery Workmen No. 137. J. E. Greenwood, S., 1648 S. Main.
Bricklayers and Masons No. 11. J. W. Kearns, S., Box 565.
Card Room Employees No. 32. 271 S. Main; J. Tansey, R. S.
Carpenters No. 223. E. Bridge, R. S., 575 Mt. Hope Av.
Carpenters No. 1305 (French). J. A. Cote, R. S., 370 Hope.
Central Labor Union. 271 S. Main; R. Wood, R. S., Box 291.
Cigarmakers No. 494. T. J. Kenney, R. S., 26 Bedford.
Cooks, Waiters, and Waitresses No. 751. Celtic Hall; A. S. Curtis, B. A., 105 Park; N. Thibault, R. S., 19 Pearl.
Cooks and Waiters No. 759 (Colored). G. S. Wells, S., 187 Washington.
Electrical Workers No. 437. 26 N. Main; J. E. Sullivan, R. S., 576 Plymouth Av.
Granite Cutters. E. McDonald, S., 24 Varley.
Hack Drivers and Stable Workers No. 101. Machinists Hall; M. Duffy, S., 654 Locust.
Horseshoers and Blacksmiths No. 90. Machinists Hall; F. C. Fowler, R. S., 152 Bank.
Iron Molders No. 48. Machinists Hall; H. E. Bryant, B. A., Box 917, Providence, R. I.; D. D. Lynch, F. S., 82 Elm.
Lathers No. 139. 29 Borden Block; J. F. Dooley, S., 271 Union.
Longshoremen and Marine Transport Workers. Machinists Hall; D. Hanlon, R. S.
Loomfixers No. 35. Loomfixers Hall, 370 Bedford; T. Taylor, S.
Meat Cutters No. 21. B. F. Collier, S., 78 Grinnell.
Mule Spinners No. 1. 271 S. Main; T. O'Donnell, S., Box 203.
Musicians No. 216. E. J. Murphy, S., Box 265.
Newspaper Writers. H. Peckham, R. S., Herald Office.
Painters No. 75. Alpine Hall; F. P. Mather, S., 39 Grove.
Plumbers No. 56. Borden Block; D. J. Harrington, B. A. and R. S., 545 Second.
Railroad Trainmen: Mount Hope Lodge No. 475. Foresters Hall; E. J. Sullivan, S., 816 Davol.
Retail Clerks. A. Potvin, S.
Slasher Tenders No. 51. 9 Pocasset National Bank Bldg.; J. G. Jackson, S., Box 221.
Stationary Firemen No. 10. 215 Vermont Block; J. Maguire, S., 516 Bank.
Steam and Hot Water Fitters No. 50. 5 Jennings Bldg.; G. Hallam, B. A. and R. S., 513 Third.
Steam Engineers No. 165. J. A. Picard, S., 35 Gagnon.
Stereotypers No. 52. L. Johnston, S., 14 Grinnell.
Street Railway Employees No. 174. Crosson Hall; F. D. Jalbert, R. S.
Teamsters and Helpers No. 235. Third and Pleasant; J. Wilson, B. A., 561 Fourth; B. Perry, R. S.
Textile Council. T. Taylor, S., 231 Main.
Typographical No. 161. T. J. Ryan, S., Box 479.
Weavers No. 24. 372 Third; J. Whitehead, S., 1188 Globe.

FITCHBURG.

Bakers No. 313. R. Thomson, S., 14 Myrtle Av.
Barbers No. 284. O. A. Gabriel, F. S., 113 Main
Boiler Makers: Rollstone Lodge No. 299. Molders
 Hall; J. Dooling, R. S., 12 Washington.
Boot and Shoe Workers No. 342 (Mixed). E. Ryan,
 F. and C. S., 23 Fulton.
Bricklayers No. 19. Freemans Block; E. F. Nutting,
 R. S., 72 Day.
Carpenters No. 778. Painters Hall, 42 Main; G. D.
 O'Keefe, B. A., Monroe; F. Marcotte, R. S., 64
 Sheridan.
Car Workers.
Central Labor Union. C. L. U. Hall, 5 Main; C.
 Smith, S., 41 Smith.
Cigarmakers No. 475. N. Kavanagh, S., Glenwood
 House.
Cooks and Waiters No. 784.
Electrical Workers No. 410 (Mixed). C. L. U. Hall;
 R. W. Larrabee, R. S., 374 Main.
Federal Labor No. 9394. C. L. U. Hall; J. F. Brad-
 ley, S., 35 Water St. Lane.
Granite Cutters. C. L. U. Hall; T. Brack, R. S., 3
 Rockland.
Hardeners and Temperers No. 10413. J. F. Hassett,
 S., 16 Harvard.
Iron Molders and Helpers No. 11052. D. J. Connors,
 S., 13 Lincoln.
Iron Molders No. 97. C. L. U. Hall; N. H. Root, S.,
 48 Granite.
Locomotive Engineers No. 191. G. A. R. Hall; E. J.
 Mulaney, B. A. and S., 120 Myrtle Av.
Loomfixers No. 41. Singers Hall, Leighton; C. J.
 Gillen, S., Summer.
Machinists: Rollstone Lodge No. 409. C. L. U. Hall;
 B. T. Kriemer, S., 335 Water.
Metal Polishers No. 145. G. A. R. Hall; E. E.
 Williams, R. S., 42 Highland Av.
Musicians No. 173 (Fitchburg and Leominster).
 Cushing Block; C. A. Whitcomb, R. S., Y. M.
 C. A. Bldg.
Painters No. 381. W. S. Connor, R. S., Box 381.
Plumbers No. 92. C. L. U. Hall; G. Fagan, R. S., 19
 Portland.
Railroad Freight and Baggage-men No. 72. N.
 Berry, S. T., 12 Clinton.
Railroad Trainmen: Hoosac Tunnel Lodge No. 93.
 246½ Main; E. Newell, S., 47 Day.
Railway Conductors No. 146. 246½ Main; J. N.
 Boudreau, S., 35 Worcester.
Saw Machine Knife Grinders No. 10368. M. J.
 Toomey, S., 2 Morris.
Saw Makers No. 7173. F. V. Oldham, S., 37½
 Winter.
Sawsmiths No. 3. G. A. R. Hall; J. W. Moalt, S.,
 164 Highland Av.
Sheet Metal Workers No. 157. M. Briggs, R. S., 44
 Burnap.
Shirt Waist and Laundry Workers.
Shoe Cutters No. 327. E. W. Brooks, F. and C. S.,
 9 Boylston.
Steam Engineers No. 160. A. G. McCarthy, S., 89
 Beech.
Steamfitters and Helpers No. 41. F. E. Nelson, S.,
 119 Pearl.
Tailors No. 400. O. Girard, S., 38 Granite.
Teamsters No. 330. C. L. U. Hall; E. Robinson, B.
 A. and S., 153 Lunenburg.
*Textile Workers No. 445 (Fitchburg and Leomin-
 ster).* Socialist Hall, Leominster; J. T. Connor,
 R. S., 89 Cottage, Leominster.
Theatrical Stage Employees No. 86. C. L. U. Hall;
 H. N. Lovell, R. S., 104 River.

Typographical No. 623 (Fitchburg and Leominster).
 Socialist Hall, Leominster; O. L. Hoyer, S., 29
 Harrison, Leominster.
Woolen Workers No. 316. C. L. U. Hall; F. W.
 Sullivan, S., 97 Birch.

Foxborough.

Straw Hat Operators Protective No. 9655. Mrs. A.
 M. Nelson, S., Union.

Framingham.

Barbers No. 389. J. H. Wales, F. S., S. Framingham.
*Boot and Shoe Workers No. 19 (Mixed) (South Fram-
 ingham).* W. H. Healey, F. and C. S., 38 Morse,
 Natick.
Bricklayers and Masons No. 51. J. Hurley, S., 11
 Michael, Cohituate.
Carpenters No. 860. W. F. Drake, R. S., Box 923.
Laborers Protective No. 11378. A. O. H. Hall, Nob-
 scott Block; M. J. Casey, R. S., 16 Waverly Ct.,
 S. Framingham.
Machinists.
Novelty Paper Workers No. 10913. F. X. Barron, S.,
 44 Grant, S. Framingham.
*Painters, Decorators, and Paper Hangers No. 563
 (South Framingham).* W. G. Patton, S., 11 Gil-
 bert.
Railroad Trainmen No. 236. Pythian Hall, S. Fram-
 ingham; A. E. Spreadbury, S., 62 Day, Fitchburg.
Team Drivers No. 602.

Franklin.

Carpenters No. 1335. F. L. McDonald, S., Winter.

Gardner.

Barbers No. 550. P. A. Ward, F. S., 48 Parker.
Bartenders No. 370. Foresters Hall; J. W. Rafferty,
 R. S., 66 Rich.
Carpenters No. 570. 104 Parker; P. Brouillet, R. S.,
 Roblard.
Central Labor Union. Hibernian Hall; H. M. Hoff-
 man, S., West.
Iron Molders No. 303. Engine Hall, Otter River;
 T. F. Sullivan, F. S., Otter River.
Leather Workers on Horse Goods No. 94. 16 Pearl;
 W. C. Clements, R. S., 188 Woodland Av.
Masons No. 44. 102 Parker; J. Mulcahy, S., 173
 Temple.
Painters, Decorators, and Paper Hangers No. 495.
 Foresters Hall; J. Morrissey, R. S., Bakers Lane.
Plumbers No. 352. W. O'Donnell, S., 322 Pine.
Woodworkers No. 106. Foresters Hall; G. W. Mer-
 ritt, R. S., 173 Pine.

GLOUCESTER.

Barbers No. 375. D. D. Saunders, R. S., 6 Centen-
 nial Av.
Bartenders No. 151.
Bricklayers, Masons, and Plasterers No. 21. An-
 drews Hall; S. R. Lane, Gee Av.
Carpenters No. 162. 191½ Main; J. H. White, S.
Carpenters No. 910. 141 Main; B. Sangster, R. S.,
 27½ Exchange.
Central Labor Union. Aeoriana Hall; J. N. Mor-
 row, S., 12 Hartz Pl.
Cigarmakers No. 324. 17 Duncan; L. Urquhart, S.
Coopers No. 162. 73 Main; W. H. Tarr, S.
Fishermen's Union of the Atlantic. 141½ Main; O.
 Crouse, B. A.
Fish Skinners, Cutters, and Handlers No. 9582.
 Amory Hall; R. L. LeSueur, S., 72 Perkins.
Granite Cutters. A. Lurvey, S., Pigeon Cove.
Horseshoers No. 197.

Longshoremen No. 305. P. Hogan, S., 91 Prospect.
Painters, Decorators, and Paper Hangers No. 666.
 97 Main; H. F. Sanford, S., 22 Church.
Plumbers and Steamfitters No. 228. 73 Main; C. A.
 Morris, R. S., 11 Forest.
Quarry Workers No. 8233. Lanesville Rink; J. C.
 Hanrahan, S., 66 High.
Retail Clerks No. 572. 191½ Main; F. Gardner, S.,
 168 Main.
Riggers, Tarrers, and Scrapers No. 9599. 97 Main;
 A. Farmer, S., 33 Friend.
Steam Engineers No. 108. J. C. Hanrahan, S., 66
 High.
Team Drivers No. 266. J. A. Macauley, B. A., 87
 Maplewood Av.; S. White, S., 118 Pleasant.
Typographical No. 486. K. of P. Hall; R. T. Darcy,
 S. T., 8 Friend.

Grafton.

Boot and Shoe Workers No. 52 (Mixed) (North Grafton). Annie Morris, F. and C. S., c/o J. S. Nelson and Son.

Great Barrington.

Bricklayers, Masons, and Plasterers No. 49. Foresters Hall; J. Fournier, B. A. and S., Van Deusenville, Mass.
Carpenters No. 1045. G. A. R. Hall; W. C. Morrison, R. S., 26 Higgins.
Central Labor Union. J. B. Drummond, R. S.
Painters No. 627. G. J. Warner, R. S., L. B. 6, Glendale.
Plumbers No. 329. Bentons Block; T. H. Nolan, S., 28 Pine.

Greenfield.

Allied Metal Mechanics No. 134. C. L. U. Hall; D. Finn, S., 10 Marshall.
Barbers No. 265. C. L. U. Hall; H. E. Flanagan, R. S., 12 Bank Row.
Bartenders No. 147. Main and Federal; F. B. Thompson, R. S., 125 Main.
Bricklayers and Masons No. 36. Union Hall; J. J. Short, S., Turner's Falls.
Carpenters No. 782. C. L. U. Hall; F. F. Underwood, R. S., 20 School.
Central Labor Union. C. L. U. Hall; H. E. Flanagan, S., 12 Bank Row.
Hot Carriers. C. L. U. Hall; F. S. Woodard, S., Crescent.
Iron Molders No. 347. Hibernian Hall, Turner's Falls; T. Acton, F. S., Box 439, Turner's Falls.
Locomotive Engineers No. 112. K. of M. Hall; E. Warren, F. S., Box 307.
Machinists No. 481. C. L. U. Hall; M. E. Dunnigan, S., 64 Washington.
Painters No. 211. C. L. U. Hall; O. A. Shumway, R. S., 4 Wilson Av.
Paper Makers No. 10. Hibernian Hall, Turner's Falls; W. Hall, R. S., Turner's Falls.
Plumbers No. 428. C. L. U. Hall; F. J. B. Kennedy, S., Elm.
Polishers No. 178. C. L. U. Hall; A. Aronson, R. S.
Railroad Freight and Baggage-men No. 82. C. L. U. Hall; C. W. Lawrence, S. T., 13 Powers Sq.
Railroad Trainmen: D. S. Simonds Lodge No. 426. Foresters Hall; E. D. Carter, S., 72 Davis.
Railway Trackmen. C. L. U. Hall; T. T. Nash, S., 10 Devens.
Typographical No. 547. C. L. U. Hall; Katherine Sullivan, S., 20 Mill.

Hamilton.

Carpenters No. 1292. J. Hulbert, R. S., Wenham Depot.

HAVERHILL.

Bakers No. 239. 31 Washington; O. C. Miller, R. S., 10 Pleasant, Bradford.
Barbers No. 391. Waiters Alliance Hall; P. E. Moran, F. S., Washington.
Bartenders No. 93. Bartenders Hall; P. J. Burke, R. S.
Boot and Shoe Workers No. 1 (Mixed). 31 Washington; H. D. Ham, B. A.; J. A. Heckman, R. S.
Brewery Workmen: Branch No. 1. H. Fischer, S., c/o Essex Brewery.
Bricklayers and Masons No. 17. E. Hefferman, S., 12 Norfolk.
Bricklayers and Masons No. 55. G. N. Norris, S., 94 Bellevue Av.
Carpenters No. 82. 16 Fleet; G. W. Merrill, R. S., Warren.
Central Labor Union. 31 Washington; G. A. Keene, B. A. and S., Box 66.
Cigarmakers No. 226. D. Clohesy, S., 61 Primrose.
Cutters No. 3 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; M. Hart, R. S.
Cutting Die Workers No. 11013. 25 Washington; P. Noonan, S., 32 Oak Ter.
Grocery and Provision Clerks No. 691. 31 Washington; G. A. Keene, B. A., Box 66; C. B. Petit, R. S., Box 179.
Horseshoers No. 97. 25 Washington; G. Russell, R. S., Court.
Lasters No. 26. 31 Washington; H. D. Ham, B. A.
Laundry Workers No. 144. Waiters Alliance Hall; G. A. Keene, B. A., 25 Washington; Josie O'Brien, R. S., 18 Primrose.
Machine Operators No. 1 (B. and S. W.). 31 Washington; H. D. Ham, B. A.
Machine Operators No. 1 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; G. H. Preston, R. S.
Machinists: Whittier Lodge No. 642. Bartenders Hall; L. N. French, R. S., Box 169
Musicians No. 302. 120 Merrimack; W. H. Freke, S., 13 Fifth Av.
Painters, Decorators, and Paper Hangers No. 826. Waiters Alliance Hall; G. W. Hayden, B. A.; H. L. Dearborn, S., 49 Merrimae, Bradford.
Plasterers and Stonemasons. E. J. Noonan, R. S.
Railroad Freight and Baggage-men No. 91. Harrison Hall; F. H. Magison, R. S.
Retail Clerks No. 515. A. O. U. W. Hall; G. A. Keene, B. A., Box 66; W. A. Holbrook, R. S., Box 265.
Shoe Cutters No. 191. 31 Washington; W. I. Yeaton, B. A. and R. S., Rocks Road.
Shoe Packers No. 287. 31 Washington; H. D. Ham, B. A.; G. F. Clough, S., 86 Emerson.
Shoe Workers Protective Union. 2 Gilman Pl.; J. P. Bauer, B. A.; G. W. Johnson, Gen. S. T.
Sole Leather Workers No. 341. 31 Washington; H. D. Ham, B. A.; M. Bruce, R. S.
Stitchers No. 6 (B. and S. W.). 31 Washington; H. D. Ham, B. A.; J. A. Heckman, R. S.
Stitchers No. 6 (Women) (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; Nellie R. Tyler, R. S.
Team Drivers No. 327. Foresters Hall; G. A. Keene, B. A.; S. Strong, S., Grove.
Turned Workmen No. 2 (S. W. P.). 2 Gilman Pl.; J. P. Bauer, B. A.; W. M. Badger, R. S.
Turn Workmen No. 2 (B. and S. W.). 31 Washington; H. D. Ham, B. A.; C. S. Woodcock, R. S., Howard.
Typographical No. 38. Record Office; C. S. Huntress, S., 23 King, Groveland.
Waiters No. 201. Waiters Alliance Hall; F. Mansfield, B. A.; D. Crimins, Pres., 82 Locust.

Hingham.

Carpenters No. 421. F. L. Cortnell, R. S., Box 135, Hingham Center.
Painters, Decorators, and Paper Hangers No. 635. G. Lowry, S., Hingham Center.

Holbrook.

Boot and Shoe Workers No. 78 (Mixed). E. J. King, F. and C. S., Box 213.

HOLYOKE.

Bakers No. 96. W. F. Budges, C. S., 19 Maple, Chicopee Falls.
Barbers No. 545. J. Sliney, F. S., 50 Center.
Bartenders No. 81. 206 High; T. R. Miles, R. S., 334 Main.
Boiler Makers: Marchand Lodge No. 75. Temperance Hall; W. Mayer, R. S.
Bookbinders No. 14. J. Thompson, R. S.
Brewery Workmen No. 123. G. J. Hofbauer, S., Box 20, Willimansett.
Bricklayers and Masons No. 2. J. F. Lynch, R. S., Box 411.
Building Trades Council. J. Slattery, B. A.; M. B. Begley, S., 23 Yates.
Carpenters District Council. M. J. Marsh, R. S., 217 Hampden.
Carpenters No. 390 (French). Temperance Hall; R. Tindall, B. A., 109 Bower; J. R. Pouliot, R. S., 109 Barnes.
Carpenters No. 656. R. Tindall, B. A., 225 Dwight; T. J. Maroney, R. S., 109 Barnes.
Carpenters No. 1350. H. Lempke, R. S., 567 Canal.
Carriage and Wagon Workers No. 54. M. Harrigan, S., 387 Elm.
Central Labor Union. French Monument Hall, Appleton; A. Lamarsh, B. A., 412 High; J. P. Bleasius, S., 155 Oak.
Cigarmakers No. 51. R. M. Powers, S., 482 High.
Coal Handlers No. 198. R. Donahue, S., 32 Prospect.
Coremakers No. 11.
Gas Workers No. 9915. M. Curran, S., 110 Hampden.
Granite Cutters. J. Green, S., 446 Maple.
Horseshoers No. 128. T. Casey, R. S., 67 Newton.
Hotel and Restaurant Employees. E. C. Taliaferro, R. S., 55 Dwight.
Iron Molders No. 115. 363 Main; E. H. Cooley, F. S., 125 Newton.
Laborers No. 1081.
Laborers Protective No. 9855. J. Bowler, S., 384 Elm.
Lathers No. 31. 321 High; J. Denault, R. S., 3 Appleton.
Lumbermen's Protective No. 10180. J. McGiverin, S., 94 Beech.
Machine Fixers No. 194. C. J. Perry, S., 76 Cabot.
Machinists: Paper City Lodge No. 410. French Monument Hall, Appleton; R. B. Palmer, R. S., 53 Samoset.
Meat Cutters and Butchers No. 244. O. Merean, S., 87 Park.
Metal Polishers No. 164. French Hall, Maple; J. M. Daley, F. S., 103 Walnut.
Milk Wagon Drivers No. 36. T. F. Hurley, R. S., 642 High.
Milwrights and Helpers No. 9960. C. Humphrey, S., 43 Appleton.
Mule Spinners. 104 High; E. Ryan, S., Essex.
Musicians No. 144. A. R. Marceau, S., 541 Bridge.
Painters, Decorators, and Paperhangers No. 253. 205 High; J. Slattery, B. A.; C. Green, R. S., 328 Dwight.

Paper Makers: Eagle Lodge No. 1. Foresters Hall; R. F. Healy, B. A., 412 High; J. Clark, S., Box 672.

Plumbers No. 176. A. F. Reece, S., 178 Pleasant.
Printing Pressmen and Assistants No. 45. Bartenders Hall; L. McL. Murray, B. A., 94 Beech; F. H. Cooke, R. S., 235 Dwight.

Railroad Trainmen: Paper City Lodge No. 557. Foresters Hall; W. H. O'Meara, S., 47 Samoset.

Retail Clerks No. 85.

Sheet Metal Workers No. 155. G. Newcomb, R. S., 97 High.

Shoe Repairers No. 272. W. Degaraphe, 678 High.
Stationary Firemen No. 4. Hibernian Hall; F. P. Brown, S., 12 Wolcott.

Steamfitters. J. Lyons, S., 259 Hampden.

Stonemasons No. 8. J. Brick, R. S., 98 N. Summer.

Sulphite and Pulp Paper Makers No. 22. J. Curran, S., 195 Walnut.

Teamsters No. 157. P. J. Murphy, S., c/o Callahan Feed Mills.

Theatrical Stage Employees No. 89. A. E. Wolfenden, 509 High.

Thread Glaziers No. 181. 343 Park; P. J. Cox, S., 741 High.

Typographical No. 253. 206 High; E. E. Warren, S., 203 Appleton.

Watchmen No. 9992. J. Lamb, S., 279 N. Hampden.

Hudson.

Carpenters No. 400. A. Giasson, R. S.

Hull.

Carpenters No. 1645. W. W. Reddie, R. S., Box 118.

Huntington.

Paper Makers: Mt. Tekoa Lodge No. 28. C. Thebodo, S., Box 18.

Stationary Firemen No. 131. W. Wall, S., Box 224.

Hyde Park.

Carpenters No. 802. J. F. Leighton, R. S., 202 E. River.

Machinists No. 345. 1 Kennedy Bldg.; J. B. Smith, S., 21 Pine.

Painters, Decorators, and Paperhangers No. 655. Lyric Hall; J. R. Morgan, B. A., 470 W. River; J. F. Moran, R. S., 9 Wilton.

Plumbers and Steamfitters No. 254. Carpenters Hall; J. A. Chamberlain, R. S., 112 Huntington Av.

Retail Clerks No. 599. Central Hall; Mary A. Morgan, R. S.

LAWRENCE.

American Federation of Labor. R. S. Maloney, Organizer for Lawrence and Vicinity.

Bakers No. 168. 291 Essex; J. Reuter, R. S., 236 Broadway.

Barbers No. 235. 117 Broadway; A. Duchesne, S., 384 Haverhill.

Bartenders No. 90. 241 Essex; J. P. Sullivan, R. S.

Boiler Makers: Esser Lodge No. 240. Saunders Hall; C. Helprich, S.

Bottlers and Drivers No. 119. 291 Essex; P. J. O'Connor, B. A., 93 Newbury; J. Martin, S., 29 Woodland.

Brewery Workmen No. 125. D. Voss, S., 1 Stevens, S. Lawrence.

Bricklayers No. 10. Post Office Bldg.; M. O'Brien, R. S., Box 24.

Building Laborers. 288 Essex; P. O'Neill, S., 112 Myrtle.

Carders and Combers. 291 Essex; J. Mahoney, R. S.

Carpenters No. 111. 291 Essex; J. A. Mosher, B. A., 46 Morton; W. J. Taylor, R. S., 101 Broadway, Methuen.

Carpenters No. 551 (French). 433 Common; J. A. Mosher, B. A., 46 Morton; T. Bilodeau, R. S., 47 Inman.

Carpenters No. 1566 (German). German Hall; J. A. Mosher, B. A., 46 Morton; H. Woeckel, R. S.

Carriage and Wagon Workers No. 19. 246 Essex; A. Creely, R. S., 85 Elm.

Car Workers: Lawrence Lodge No. 64. Caledonian Hall; S. McKenzie, 6 Ellis.

Central Labor Union. 291 Essex; J. A. Mosher, B. A., 46 Morton; R. S. Maloney, R. S.

Cigarmakers No. 354. 291 Essex; W. Whitley, S., 116 Essex.

Coal Handlers No. 9022. 433 Common; P. J. O'Connor, B. A.; D. Cahalan, S., 67 West.

Cooks and Waiters No. 276. 246 Essex; P. Mcklein, F. S., 194 Union.

Dressers. 246 Essex; D. O'Connor, S., 299 Auburn.

Dyers and Finishers. 291 Essex; M. Reid, R. S.

Electrical Workers No. 385 (Mixed). Bugbee Hall, 304 Common; T. H. Hogarth, R. S., 86 Andover.

Federal Union No. 11709. 304 Common; J. Hickey, R. S.

Granite Cutters. J. F. McCarthy, S., 37 West.

Horsehoers No. 64. 291 Essex; J. Sheehan, R. S., 85 Columbus Av.

Iron Molders No. 83. 291 Essex; J. P. Fleming, F. S., 214 S. Union.

Lathers No. 90. 246 Essex; T. Kelley, S., 45 West.

Laundry Workers. 246 Essex; M. Shea, R. S.

Loomfixers No. 38. 53 Margin; W. B. Wezenkel, S., 50 Chestnut.

Machinists: Lincoln Lodge No. 172. 304 Common; W. Duckworth, S., 305 Merrimack.

Musicians. 246 Essex; J. P. Millington, R. S.

Painters, Decorators, and Paperhangers No. 44. 246 Essex; J. A. Mosher, B. A., 46 Morton; T. B. Yates, S., 31 Carlton.

Paper Makers. 299 Essex; P. Laidlaw, S., 294 Salem.

Plasterers. 288 Essex; J. A. Mosher, B. A., 46 Morton; E. F. Joyce, S., 13 Bunker Hill.

Plumbers No. 283. 291 Essex; J. McNulty, B. A.; W. F. Kress, Jr., R. S., 23 Hall.

Printing Pressmen. Essex House; C. T. Schueler, S., 47 Berkeley.

Railroad Trainmen: Merrimack Valley Lodge No. 688. 288 Essex; C. W. Morgan, S., 112 Berkeley.

Railway Clerks No. 178.

Retail Clerks No. 232. Needham Hall; P. J. O'Connor, B. A., 92 Newbury; F. P. Callahan, S., 266 Elm.

Section Hands No. 546. Loomfixers Hall; J. T. Barnes, S.

Shoe Repairers No. 404. Saunders Hall; D. J. Meaney, F. and C. S., 116 Bradford; R. B. Thomas, R. S.

Spinners. 291 Essex; P. A. Daly, R. S.

Stationary Firemen No. 18. Pemberton Hall; M. Kennelby, S., 27 Durham, S. Lawrence.

Stonemasons No. 54. 510 Common; M. Burns, S., Methuen, Mass.

Tailors No. 244. 9 Saunders Hall; W. J. Lynch, S., Room 3, 283 Essex.

Team Drivers No. 262. 304 Common; G. H. Manock, S., 9 Kingston.

Textile Workers. Loomfixers Hall; J. Lofthouse, R. S.

Theatrical Stage Employees. 291 Essex; M. Craue, S.

Typographical No. 51. Board of Trade Rooms; J. E. Scanlon, S., Box 122.

Weavers No. 30. 291 Essex; Mrs. R. S. Maloney, R. S.

Woodworkers No. 191. 433 Common; C. Reough, R. S., 6 Brookfield.

Wool Sorters. 246 Essex; T. Smith, S., 215 Park.

Lee.

Carpenters No. 1427. C. A. Markham, R. S.

Meat Cutters No. 278. J. Hart, S., Box 305.

Painters, Decorators, and Paper Hangers No. 825. G. J. Fillio, S., Box 248.

Paper Makers: Lee Lodge No. 78. Bussidy Bldg.; J. Kelly, R. S., Box 25.

Lenox.

Bricklayers and Masons No. 16. J. McDermott, S., Box 81.

Carpenters No. 370. L. Schmidt, R. S., Box 139.

Federal Labor No. 9477. Town Hall; T. Briant, B. A.; L. E. Gazaw, S., Box 104.

Painters No. 378. Town Hall; J. W. Cooney, Jr., B. A.; G. Galliford, R. S.

Plumbers No. 306. Regniers Hall; L. Vader, S., Box 295.

Team Drivers.

Leominster.

Barbers No. 518. Borbeau Barber Shop; A. St. Jean, F. S., 84 Central.

Carpenters No. 794. 4 Sawtelle Block; D. W. Shalies, S., 68 Church.

Central Labor Union. Socialist Hall; W. A. Edwards, S., 33 Richardson.

Comb Makers No. 11501 (Women). Nellie Marquis, S.

Federal Labor No. 11329. Socialist Hall; M. J. McLaughlin, S.

Horn, Celluloid, Comb, and Novelty Workers No. 10346. G. A. R. Hall, Mechanic; D. A. Sullivan, C. S., 91 Priest.

Horsehoers No. 140. R. Jack, R. S., Park Square Hotel, Fitchburg.

Painters, Decorators, and Paper Hangers No. 152. Socialist Hall; W. E. Woods, S., 68 Walnut.

Piano and Organ Workers No. 33. G. A. R. Hall, Music Hall Block; W. I. Jewett, R. S., 182 Spruce.

Shirt Waist and Laundry Workers No. 12. Good Temple Hall; G. Kane, Jr., R. S., Fifth.

Woodworkers No. 112. G. A. R. Hall; W. L. Brewster, R. S., 209 Union.

LOWELL.

Allied Printing Trades Council. 22 Middle; J. W. Maguire, R. S., 25 Whipple.

Bakers No. 169. Barristers Hall; A. J. Houde, S., 1 Rockdale Av.

Barbers No. 323. 22 Middle; M. H. Novelle, F. S., 504 Merrimack.

Beer Drivers No. 117. J. F. Doyle, S., c/o Harvard Brewing Co.

Bleachery Workers No. 2911. J. Harneth, S., Lowell Bleachery.

Boiler Makers: Spindle City Lodge No. 43. St. Joseph's Hall; J. A. Durkin, F. S., 93 Lincoln.

Brewery Workmen Branch No. 1. G. Woessner, S., 48 Fruit.

Brewery Workmen No. 190. A. J. McLaughlin, S., 78 London.

Bricklayers No. 31. 32 Middle; A. Ray, S., 536 Beacon.

Brussels Weavers. Leather Workers Hall; T. M. Riley, R. S.

Building Laborers. 32 Middle; F. Carney, R. S.
Cutters Textile Union. 52 Palmer; M. Brassill, R. S., 58 Walnut.
Carpenters No. 49. 22 Middle; W. E. Fitzgerald, B. A., 17 Roger; D. A. MacFadyen, R. S., 53 Willow.
Carpenters No. 1610 (French). 22 Middle; E. Joyal, R. S., 20 Third.
Cigarmakers No. 255. E. F. Broughey, S., 63 Tyler.
Coremakers No. 12. W. Donovan, R. S.
Cotton Spinners. 22 Middle; J. McCann, S., Box 962.
Electrical Inside Workers No. 461. 103 Central; J. M. McDermott, R. S., 100 Bourne.
Granite Cutters. Good Templars Hall; J. Piuardy, S., 1023 Gorham.
Iron Molders No. 85. 103 Central; W. F. Mahoney, F. S., 116 Chapel.
Knitters.
Leather Workers No. 3. 243 Central; J. J. Carney, R. S., Box 953.
Loomfixers. Welles Hall.
Machinists No. 138. 103 Central; J. D. Quinn, S., 28 Willis.
Metal Polishers No. 103. Trades and Labor Council Hall; J. Griffin, R. S., 23 Clair.
Musicians No. 83. P. J. Burleigh, S. T., 52 Central.
Painters, Decorators, and Paper Hangers No. 39. Barristers Hall; T. H. Siddeley, S., 39 Hudson.
Pattern Makers Association of Lowell and Vicinity. 407 Middlesex; J. W. Clements, B. A., 295 Foster; D. A. Haskell, R. S., 39 Washington.
Plumbers No. 9. M. J. Donohoe, R. S., 571 Broadway.
Railroad Freight and Baggage-men No. 74. Marstens Block; L. H. Mason, S. T., 12 Smith.
Railroad Trainmen: Spindle City Lodge No. 233. Pilgrim Hall; J. M. Ward, S., 635 Broadway.
Railway Clerks No. 138. Pilgrim Hall; E. A. Clifford, R. S., 20 Lane.
Ring Spinners. 52 Palmer.
Slasher Tenders No. 431. 52 Palmer; J. F. Sawyer, F. S., rear 75 Union.
Stationary Engineers. Wymans Exchange; W. H. Ramsdell, C. S., 10 Varney.
Stationary Firemen No. 14. J. Barrett, S., 1 Woodbury.
Stonemasons No. 7. P. J. Gallagher, S., 398 Lawrence.
Street Railway Employees No. 280. Union Bank Bldg; T. F. Flynn, R. S., 40 Mead.
Tailors No. 103. 32 Middle; A. R. Keefe, S., 284 Fletcher.
Teamsters No. 72. J. Gallagher, R. S., 136 Chapel.
Trades and Labor Council. 32 Middle; F. J. Simonds, R. S., 170 Pleasant.
Typographical No. 310. Spinners Hall; W. H. Brown, S. T., Box 1026; J. J. Maguire, R. S.
Woolen Spinners.
LYNN.
Bakers No. 182. 63 Central Av.; W. Gilchrist, R. S., 16 Burns.
Barbers No. 347. Machinists Hall; A. N. King, B. A., 89 Market; O. Peele, R. S.
Bartenders No. 86. 140 Central Av.; J. J. Griffin, B. A., 84 Allen Av.; T. D. Carey, R. S., 24 Pinkham.
Boot and Shoe Workers No. 205 (Mixed). J. D. Dullea, B. A. and S., 7 Williams Pl.
Brass Molders.
Bricklayers and Plasterers No. 12. 32 Middle; J. McTeague, R. S.
Building Laborers No. 2. 63 Central Av.; P. McDonald, R. S.
Building Trades Council. J. M. Ranger, S., 454 Chestnut.

Carpenters No. 688. Lasters Hall; G. T. Nichols, R. S., 66 Cedar, W. Lynn.
Carpenters No. 1041. 62 Munroe; R. H. Stevens, B. A.; J. W. Porter, R. S., 25 Morton Hill Av.
Central Labor Union. Mary Donovan, S., 117 Adams.
Chandelier Workers.
Cigarmakers No. 65. 34 Andrew; F. A. Carlson, S., 108 Market.
Cooks and Waiters No. 329. Munroe and Market; H. Roberts, R. S.
Cutters Assembly 3662. 408 Union; E. Snow, B. A.; S. Smith, R. S.
Cutters No. 99. Lasters Hall; H. P. Chesley, B. A. and S., 34 Andrew; L. C. Fay, R. S., 127 Summer.
Die Workers No. 10526. Lasters Hall; S. F. Sheehan, R. S., 101 Western Av.
Edgemakers No. 101. Lasters Hall; H. P. Chesley, B. A. and S., 34 Andrew.
Electrical Insidemen No. 285. H. Patten, F. S., 29 Hanover.
Electrical Insidemen No. 377. L. A. Wentworth, R. S., 34 Leyman.
Fan Motor Workers No. 120.
Federal Labor No. 11448. J. Omerhavoll, S., 29 Fuller, W. Lynn.
Freight Handlers No. 9589.
Goodyear Operators No. 289. H. P. Chesley, B. A. and S., 34 Andrew.
Grain Counter Workers No. 261. A. Langlois, R. S., 236 Boston.
Granite Cutters. Lasters Hall; T. Murphy, S., 71 Munroe.
Grocery and Provision Clerks No. 131. C. H. Randall, R. S., 9 Bulfinch.
Heel Workers No. 262. 63 Central Av.; R. R. Wyman, R. S.
Horseshoers No. 35. A. Burchell, R. S., 55 Andrew.
International Association of Machinists. T. J. Mullen, District B. A. and Organizer, 120 Market.
Iron Molders No. 103 (Lynn and Salem). Machinists Hall; H. F. Briggs, F. S., 34 Albion.
Joint Shoe Council No. 4. H. P. Chesley, B. A., 34 Andrew.
Lasters No. 32. H. P. Chesley, B. A. and S., 34 Andrew.
Lasters Protective Alliance No. 395.
Lasting Machine Operators No. 260. H. P. Chesley, B. A. and S., 34 Andrew.
Last Makers No. 10748.
Lathers No. 99. 84 Munroe; R. H. Stevens, B. A.; T. Nugent, S., 61 Allen Av.
Lynn Labor Council.
Machinists No. 471. Machinists Hall; T. J. Mullen, B. A.; P. E. Hussey, C. S.
Machinists No. 604 (West Lynn). 120 Market; T. J. Mullen, B. A.; T. Phillips, S., 97 Wyman, W. Lynn.
Metal Polishers, Buffers, and Platers No. 123. 120 Market; J. P. Downes, B. A. and S.; 837 Summer.
Metal Trades Council.
Musicians Assembly.
Musicians No. 126. 62 Munroe; C. L. Betton, R. S.
Painters, Decorators, and Paper Hangers No. 111. Munroe and Market; A. Duverger, B. A., St. James House, Summer; A. E. Reynolds, S., 21 Oxford.
Painters No. 327.
Plumbers No. 77. 120 Market; G. M. Browning, R. S., 64 Pine, Swampscott.
Press Punch Operators.
Railroad Trainmen No. 261.
Retail Clerks No. 175. Woodbury Hall; B. A. Goodwin, R. S., 123 Timson.

Screw Makers No. 33.
Sheet Metal Workers No. 217. W. H. Raley, R. S., 24 Hillside Av.
Soap Workers No. 11553. Maria Paris, S., 302 Chatham.
Steam Engineers No. 52. H. B. Brown, R. S., 77 Chestnut.
Steamfitters and Helpers No. 277. 120 Market; W. T. Perkins, R. S., 1068 Washington.
Stitchers Assembly 2616 (Women). 3 Exchange; Nellie Cunningham, R. S.
Stitchers No. 108. H. P. Chesley, B. A. and S., 34 Andrew.
Stonemasons No. 35. 63 Central Av.; P. King, R. S., 4 Boylston.
Street Railway Employees No. 238.
Team Drivers No. 42. 187 Market; E. A. Atkins, R. S., 18 Shepard Pl.
Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; A. H. Greeley, R. S., 48 Munroe.
Typographical No. 120. Lasters Hall; G. N. Goodridge, R. S., 10 Ford.
Whitewashers.

MALDEN.

Carpenters No. 625. 56 Pleasant; F. E. Simpson, B. A. and S., 235 Washington.
Central Labor Union. A. Morrison, S., 267 Charles.
Coal Teamsters No. 314. Hibernian Hall; J. J. Lucy, 1 Wellington.
Carriers and Turners No. 19. J. Hastings, S., 167 Eastern Av.
Federal Labor No. 8217. P. J. Hardiman, S., 63 Malden.
Federal Labor No. 11158. M. J. Slineg, S., 11 Hubbard.
Last Makers No. 9771. W. L. Berry, S., 9 Crescent Pl., Melrose.
Painters, Decorators, and Paper Hangers No. 346. H. Kincaid, S., 14 Mt. Vernon.
Plumbers No. 145. G. G. Allison, R. S., 668 Main.

Manchester.

Bricklayers and Masons No. 53. J. D. Regan, S., Box 321.
Carpenters No. 924. G. J. Norie, R. S., Box 510.
Painters, Decorators, and Paper Hangers No. 797. C. D. Temple, S.

Mansfield.

Carpenters No. 1654. H. F. Dearborn, R. S., E. Mansfield.

Marblehead.

Boot and Shoe Workers No. 306 (Mixed). Lasters Hall; W. A. Rodgers, F. and C. S., 8 Linden.
Carpenters No. 962. R. Phillips, R. S., 40 Prospect.
Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; C. Snow, R. S., Bank Sq.

MARLBOROUGH.

American Federation of Labor. P. J. Byrne, Organizer for Marlborough and Vicinity.
Bartenders No. 92.
Boot and Shoe Workers No. 59 (Mixed). 18 Burkes Block; B. P. Dorsey, F. and C. S.
Bricklayers and Masons No. 43. 7 Burkes Block; W. F. Hayes, S., 110 Liberty.
Building Laborers.
Building Trades Council. F. Berthlaume, S., 231 Elm.
Carpenters No. 988. Lawrence Block; G. M. Charlton, R. S., 48 Newton.

Central Trades and Labor Council. G. E. Hicks, S., 6 Brown.
Cigarmakers No. 21. Burkes Block; M. Sweeney, B. A., 165 E. Main; Mary E. Kerr, S., 165 E. Main.
Die Workers No. 10525. O. Beaudry, S., 9 Cottage Av.
Hod Carriers. Burkes Block; P. A. McDermott, S., Mt. Pleasant.
Horseshoers No. 161. Burkes Block, J. H. King, R. S., Ninth and Front.
Musicians No. 246. Burkes Block; H. E. Brigham, B. A., 28 Coting Av.; O. Kimball, S., Westborough, Mass.
Painters, Decorators, and Paper Hangers No. 561. 11 Burkes Block; J. G. McDonough, S., 174 W. Main.
Plumbers No. 131. G. W. Wallace, R. S., 406 Lincoln.
Retail Clerks No. 797. Burkes Block; P. J. Galvin, R. S., 56A Bolton.
Teamsters No. 471. J. Kealy, S., Dow Pl.
Typographical No. 281 (Marlborough and Hudson). O. N. Marey, S., 19 Park, Hudson.

Maynard.

Musicians No. 350. Whitney Hall; H. Kajander, B. A.; A. Haapanen, S.

MEDFORD.

Carpenters No. 777. Riverside Block; A. B. Parker, R. S., 52 Morton Av.
Painters, Decorators, and Paper Hangers No. 605. N. F. Corten, B. A., 108 Market; E. Leahy, S., 68 Ship Av.
Plumbers No. 286. C. Black, R. S., 280 Cedar, Somerville.

MELROSE.

Carpenters No. 760. Philbricks Block, Melrose Hlds.; P. Coy, R. S., Main, Melrose Hlds.

Middleborough.

Boot and Shoe Workers No. 20. G. A. R. Hall; A. C. Howes, F. and C. S.
Iron Molders No. 425. Red Men's Hall; H. L. Cushman, R. S., Rock.
Woodworkers No. 248. A. L. Sparrow, R. S., 59 Everett.

Milford.

Barbers No. 144. Painters Hall, Washington Block; J. Sullivan, B. A., Gillons Block; T. J. Feeley, R. S.
Bartenders No. 96. Div. 7, A. O. H. Hall; W. H. Curtin, R. S.
Bricklayers and Masons No. 38. Div. 7, A. O. H. Hall; D. J. McNeill, S., 45 East.
Carpenters No. 867. Carpenters Hall, Scotts Block; J. Holmes, R. S., Front St. ext.
Central Labor Union. C. L. U. Hall; W. F. Clancy, R. S., 7 E. Main.
Cigarmakers No. 160. Carpenters Hall, Scotts Block; G. Littlewood, S., Box 162.
Derrick Men No. 9499. C. L. U. Hall; J. Fusy, S., 157 E. Main.
Granite Cutters. Div. 7, A. O. H. Hall; J. L. King, S., 33 Pleasant.
Iron Molders No. 254. C. L. U. Hall; F. Hill, S., S. Milford.
Iron Molders No. 459. C. L. U. Hall; J. Ruzzamenti, F. S., 24 Dominic.
Machinists No. 48 (Hopedale). Carpenters Hall, Scotts Block; H. P. Connolly, S., 9 Prospect Heights.

Painters, Decorators, and Paper Hangers No. 216. Washington Block; C. S. Albee, S., 149 S. Main.
Plumbers No. 231. W. K. Coombs, S., 5 Chapin.
Quarrymen No. 8312. C. L. U. Hall; J. J. Connors, R. S., 122 E. Main.
Steam Engineers No. 73. W. F. McAvoy, S., 68 Main
Teamsters No. 168. Scotts Block; F. L. Barrows, R. S., 74 Central.

Monson.

Granite Cutters: Monson Branch. D. Broadfoot, S., Box 442.

Montague.

Metal Polishers No. 174 (Turner's Falls). A. O. H. Hall; J. J. Shanahan, R. S., Box 179.
Stationary Firemen No. 83. Hamlins Hall; D. A. Shanahan, S., Box 438, Turner's Falls.

Natick.

Boot and Shoe Workers No. 244 (Mixed). W. H. Healey, F. and C. S., 38 Morse.
Carpenters No. 847. A. Leavitt, R. S., 61 W. Central.
Central Labor Union (Natick and South Framingham) W. H. Healey, R. S.
Painters, Decorators, and Paper Hangers No. 742. Eaton Hall; P. F. Hallinan, S.
Plumbers No. 448. Boot and Shoe Workers Hall; C. I. Stevens, Box 381, S. Framingham.
Retail Clerks No. 906. F. Rogers, R. S.
Teamsters No. 326. F. A. Scott, R. S., Harrison.

Needham.

Carpenters No. 693. F. N. Smith, R. S.

NEW BEDFORD.

Atlantic Coast Seamen. 7 S. Water; J. L. Martin, S., 29 N. Water.
Bakers No. 95. Theatre Bldg.; H. D. Cleveland, R. S., 262 Cottage.
Barbers No. 447. A. J. Cadieux, F. S., 352 Acushnet Av.
Boot and Shoe Workers No. 238 (Mixed). G. H. McCulloch, F. and C. S., 72 Mt. Pleasant.
Brewery Workmen No. 197. Saengerlund Hall, 1238 Acushnet Av.; S. A. McKinley, S., 125 Holly.
Bricklayers and Plasterers No. 39. Weavers Hall, 112 William; C. S. Pierce, R. S., 9 Bedford.
Carpenters. 62 Purchase; T. Kelleher, R. S., 56 Babbitt.
Carpenters No. 1021. Sharpshooters Hall; J. Maher, F. S., 181 Belleville Av.
Carpenters No. 1287. St. Lawrence Hall; G. A. Luce, R. S., 29 Willis.
Central Labor Union. 112 William; M. Hart, B. A.; J. F. Monaghan, R. S.
Federal Labor No. 9924. C. Foster, S., 180 S. Second.
Granite Cutters. 112 William; G. A. Markey, F. S., Fairhaven, Mass.
Hoisting and Portable Engineers No. 135. H. M. Mason, S., 2196 Acushnet Av.
Iron Molders No. 363. St. Lawrence Hall; H. E. Bryant, B. A., 91 Mawney, Providence, R. I.; W. Sloane, F. S., 12 McMurray Ter.
Lusters No. 27. M. McDermott, F. and C. S., 45 Smith.
Loomfixers No. 2. 62 Purchase; J. P. Scully, R. S., Box 359.
Mule Spinners. Sherman Bldg., 62 Purchase; S. Ross, B. A. and S., 17 Willow.
Musicians Protective No. 214. Theatre Bldg.; C. P. Sawyer, R. S.
Painters, Decorators, and Paper Hangers No. 691. St. Lawrence Hall; J. G. Meade, S., 88 Rockland.

Plumbers No. 53. Greene Bldg.; J. F. Collins, R. S., 8 Tilton.
Sheet Metal Workers No. 289. 112 William; A. Macanlay, R. S., 57 Allen.
Shoe Stitchers and Cutters No. 243. Sons of Veterans Hall; F. W. Silver, F. and C. S., 3 Jenny Lind; L. H. Steadman, R. S., 327 County.
Stone Cutters. 255 Union; G. A. Markey, S., 17 Myrtle.
Stonemasons No. 50. 112 William; N. Gregorie, S., 56 Clark.
Team Drivers No. 388. 112 William; A. Braley, R. S., 24 Pearl.
Typographical No. 276. Theatre Bldg.; A. H. Adams, S., 96 Park.
Weavers. 112 William; M. J. Hart, R. S.

NEWBURYPORT.

Barenders No. 91. C. L. U. Hall; P. P. Sullivan, F. S., 6 Boardman.
Bricklayers, Masons, and Plasterers No. 41. C. L. U. Hall; T. H. McCarthy, B. A., 28 Warren; J. Casey, R. S., Ocean.
Carpenters No. 989. C. L. U. Hall; F. S. Heath, R. S., 14 Dalton.
Central Labor Union. C. L. U. Hall; J. H. McClure, S., 291 1/2 Oakland.
Painters, Decorators, and Paper Hangers No. 799. C. L. U. Hall; D. C. Dickie, S., 1 Fourth.
Silver Workers No. 10339. C. L. U. Hall; R. Little, R. S., 28 1/2 Washington.
Typographical No. 423. C. L. U. Hall; D. Foster, S., 22 Essex.

NEWTON.

Bricklayers and Masons No. 32. T. J. Galvin, S., 1237 Walnut, Newton Hills
Building Laborers. T. Howley, S., Chapel.
Carpenters No. 275. Halls Block, Waltham; C. S. Hanson, R. S., 72 Charlesbank Rd.
Carpenters No. 680 (Newton Centre) Halls Block, Waltham; T. Hurley, S., 32 Boylston, Newton Centre.
Carpenters No. 708 (West Newton). Halls Block, Waltham; A. W. Strum, R. S., 35 Robinhood Rd., Auburndale.
Carpenters No. 1600 (Mill). Halls Block, Waltham; T. M. Files, R. S., 67 Belmont, Cambridge.
Painters, Decorators, and Paper Hangers No. 362. R. J. Clancy, 10 Elm Ct
Plumbers No. 201. H. McGourty, S., 53 Cherry Pl., W. Newton.

NORTH ADAMS.

Bakers No. 203. C. L. U. Hall; W. Gergon, C. S.
Barbers No. 126. C. L. U. Hall; P. H. Nagle, F. S., 44 Eagle.
Barenders No. 125. C. L. U. Hall; T. F. Whalen, R. S., Berkshire Hotel.
Boothblacks No. 11334. C. L. U. Hall; A. Fressola, S., c/o J. J. Clark, Main.
Bricklayers and Masons No. 18. B. T. C. Hall; F. H. Benton, S., 108 E. Quiney.
Building Laborers No. 24. B. T. C. Hall; G. Buxton, R. S.
Building Trades Council. B. T. C. Hall; R. R. Costine, R. S.
Carpenters No. 193. B. T. C. Hall; S. H. Crum, R. S., 261 Ashland.
Central Labor Union. C. L. U. Hall; W. J. Smith, R. S., 57 South.
Cigarmakers No. 206. C. L. U. Hall; H. P. Huffleagle, S., 49 Eagle.

Cutters No. 163. C. L. U. Hall; C. J. Hager, F. and C. S., 55 Hall.

Electrical Insidemen No. 293. Sullivan Block; A. A. Isbell, R. S., 80 Porter.

Finishers No. 212. A. O. H. Hall; T. M. Northrup, S., 103 Pleasant.

Horseshoers No. 91. C. L. U. Hall; W. Ford, S. T., Cavanaugh Block.

Iron Molders No. 309. Columbia Opera House Block; L. Ladam, F. S., 278 Houghton.

Joint Shoe Council. Dowlin Block; C. J. Hager, S. T., 55 Hall.

Lathers No. 133. B. T. C. Hall; C. L. Ransom, R. S., 310 E. Main.

Laundry Workers No. 118. F. of A. Hall, Center; W. Favreault, R. S., 314 State Rd.

Leathers No. 296. C. L. U. Hall.

Machine Operators No. 201. Dowlin Block; R. N. Farrar, F. and C. S.

Machinists: Tunnel City Lodge No. 107. Red Men's Hall; F. M. Drake, C. S., 79 Brooklyn.

Musicians No. 96. C. L. U. Hall; E. M. Nichols, R. S., 6 Wesleyan.

Painters, Decorators, and Paper Hangers No. 2. B. T. C. Hall; O. N. Ross, R. S., H Walker.

Plumbers No. 159. B. T. C. Hall; G. Bowe, S., 32 Spring.

Railroad Telegraphers No. 139. Odd Fellows Hall, G. A. Johnson, S. T., Eagle Bridge, N. Y.

Retail Clerks No. 310. St. Jean Hall; C. Quackenbush, R. S., 4 Luther.

Sheet Metal Workers No. 133. B. T. C. Hall; E. N. Burgess, R. S., 49 Willow Dell.

Stationary Firemen No. 97. C. L. U. Hall; G. C. Lincoln, R. S., 107 Liberty.

Stitchers No. 285. A. O. H. Hall; C. S. Goring, F. and C. S., 103 Eagle.

Stock Fitters No. 297. A. O. H. Hall; J. H. Flaherty, F. and C. S., 8 High.

Tailors No. 353. C. L. U. Hall; F. R. Evans, R. S., State.

Teamsters No. 118. W. R. Kezer, R. S., 437 Main.

Typographical No. 316. C. L. U. Hall; H. J. St. Onge, R. S., Box 384.

Wearers No. 124. A. O. H. Hall; E. J. Dalton, R. S., 202 Beaver.

NORTHAMPTON.

American Federation of Labor. E. H. McLean and W. A. Dwyer, Organizers for Northampton and Vicinity.

Barbers No. 34. Duvernay Hall; H. Despault, F. S., 265 Main.

Bartenders No. 113. C. L. U. Hall; J. F. Powers, R. S., 20 Orchard.

Bricklayers and Masons No. 1. St. Mary's Hall, C. B. Macomber, S., 26 N. Elm.

Building Laborers No. 23. C. L. U. Hall; P. Nagle, S.

Carpenters No. 351. Duvernay Hall; J. T. O'Connor, B. A., 82 King; J. F. Martin, R. S., 38 N. Elm.

Central Labor Union. C. L. U. Hall; T. F. McDonald, R. S., 30 Holyoke.

Cigar-makers No. 396. 297 Main; P. Benjamin, S., L. B. 238.

Dyers, Helpers, and Finishers No. 353. C. L. U. Hall; C. Sias, S., Fort.

Grinders No. 6. Finn Hall, Bay State, Mass.; J. Parssison, B. A. and R. S.

Horseshoers No. 111. 24 Market; O. L. Dragon, S., 28 Myrtle.

Iron Molders No. 295. Temperance Hall; T. F. Murphy, S., Box 279, Florence.

Knife Forgers No. 165. Vogels Hall; F. Martin, S., Bay State, Mass.

Machinists No. 418. C. L. U. Hall; E. H. McLean, S., 60 Washington Av.

Meat Cutters No. 286. C. L. U. Hall; F. Sawtelle, R. S., 115 Market.

Metal Polishers No. 139. C. L. U. Hall; J. J. Barnes, S.

Metal Polishers No. 155. Vogels Hall; J. J. Svoboda, S., 139 Federal.

Musicians No. 220. 21 Pleasant; M. J. Slater, B. A.; F. J. Lázotte, R. S., 217 Main.

Painters, Decorators, and Paper Hangers No. 256. K. of P. Hall; J. J. McGrath, S., 200 King.

Plumbers and Steamfitters No. 61. Foresters Hall; R. E. Davis, B. A.; F. L. Woodruff, S., 68 Union.

Pulp Makers No. 9180. C. L. U. Hall; J. W. Allen, R. S., 269 Main.

Railroad Freight and Baggage-men No. 52. Foresters Hall; J. Moriarty, S. T., 164 King.

Railroad Trainmen: Meadow City Lodge No. 448. Duvernay Hall; J. L. Shaw, S., 21 Church.

Retail Clerks No. 452. C. L. U. Hall; A. F. Henne, R. S., 72 North.

Stationary Firemen. C. L. U. Hall; M. J. Finn, R. S., 22 Gothic.

Stonemasons No. 47. C. L. U. Hall; J. Clark, S., 23 Orchard.

Tailors No. 168. Grogan's Shop; A. Anderson, S., 139 Main.

Textile Workers No. 188. Duvernay Hall; J. J. Dunn, S., 28 Holyoke.

North Attleborough.

New England Die and Hub Cutters.

North Brookfield.

Boot and Shoe Workers No. 130 (Mixed). M. Cronin, F. and C. S., Box 292.

Norwood.

Boiler Makers No. 281. Conger Hall; P. Daley, R. S., 51 Broadway.

Car and Locomotive Painters No. 338. E. Francoem, S., 75 Cushing, Cambridge.

Carpenters No. 866. J. W. Faldins, S., Nahantum.

Iron Molders No. 323 (Forborough and Norwood). Union Block, Foxborough, and Conger Block, Norwood; H. E. Bryant, B. A., Box 917, Providence, R. I.; A. E. Smith, F. S., 413 Washington, Norwood.

Leather Workers No. 29. D. H. Duncan, S., 20 Maple.

Machinists No. 391. J. Gillooley, C. S., 81 Pleasant.

Printing Pressmen No. 35. Conger Hall; F. J. Duncan, S., 5 School.

Typographical No. 228. A. O. U. W. Hall; R. S. Warde, S., 115 Vernon.

Orange.

Iron Molders No. 390. A. O. U. W. Hall; T. J. Gallagher, F. S., 94 West River.

Metal Polishers No. 81. A. O. U. W. Hall; M. H. Hartney, R. S., 98 Mechanic.

PITTSFIELD.

Bakers No. 234. C. L. U. Hall; W. P. Menges, S., 288 Francis Av.

Barbers No. 127. C. L. U. Hall; F. J. Doran, F. S., 243 North.

Bartenders No. 111. Englands Block; P. F. Conroy, S., 275 Dewey Av.

Beer Bottlers and Drivers No. 324. C. L. U. Hall; J. M. Marshall, S., 28 Kent Av.

Boot and Shoe Workers No. 390 (Mixed). Cora Holder, F. and C. S., 173 Summer.

Brewery Workmen No. 141. Melville Block; F. Lubold, S., 110 Onota.

Bricklayers, Masons, and Plasterers No. 20. Englands Block; F. D. Burke, S., 242 Dewey Av.

Building Laborers No. 21. C. L. U. Hall; P. Sullivan, R. S.

Building Trades Council. C. L. U. Hall; F. A. Wise, R. S., 114 Brown.

Carpenters No. 444. Caledonian Hall; J. B. Mickle, S., 14 Crescent.

Central Labor Union. C. L. U. Hall; O. Henckler, R. S., Box 1330.

Coal Teamsters and Carriers No. 156. C. L. U. Hall; F. S. Dwyer, S., 288 Bradford.

Electrical Insidemen No. 264. Englands Block; J. K. Beardsley, R. S., 44 Hamlin.

Electrical Workers No. 167 (Mixed). Englands Block; I. G. Cronin, R. S., 81 Maplewood Av.

Garment Workers No. 165. Englands Block; W. McIntyre, R. S., 16 Seymour.

Hack Drivers and Hostlers No. 458. C. L. U. Hall; J. Callahan, S., 5 Pleasant.

Horseshoers No. 163. Melville Block; J. Williams, R. S., Box 1250.

Luthers No. 176. C. L. U. Hall; W. L. Crosier, S., 5 Greylock Av.

Machinists: Berkshire Lodge No. 435. Englands Block; C. A. Tebean, R. S., 20 Silver.

Meat Cutters No. 221. C. L. U. Hall; A. Ioppert, S., 247 Bradford.

Musicians No. 109. Ryan Block; R. C. Beaudoin, S., 92 Third.

Painters, Decorators, and Paper Hangers No. 94. Merrill Block; F. A. Wise, R. S., 114 Brown.

Pattern Makers. Englands Block; E. F. Cunningham, R. S., 216 Tyler.

Plumbers and Steamfitters No. 297. Read Block; C. H. Chamberlin, R. S., 141 High.

Railroad Trainmen: W. H. Stevenson Lodge No. 336. Elks Hall, North; W. L. Larkins, S., 7 Greenway Av.

Retail Clerks No. 325. C. L. U. Hall; M. G. Wolfe, C. S., 213 Francis Av.

Tailors No. 295. C. L. U. Hall; O. Henckler, S., 108 Elizabeth.

Teamsters No. 368. C. L. U. Hall; W. H. Phillips, S., 26 S. Church.

Typographical No. 109. 311 North; F. E. Jones, S., 394 Fenn.

Weavers No. 376. P. T. Costello, S., 13 Pecks Hill.

Plymouth.

Bricklayers and Masons No. 46. W. E. Wall, S., 11 Hall Pl.

Iron Molders No. 407. A. O. H. Hall; T. Stuart, F. S., N. Plymouth.

QUINCY.

Barbers No. 390. O. A. Minot, S., 335 Newport Av.

Boilermakers and Iron Ship Builders No. 214.

Carpenters No. 762. Hancock Chambers; N. A. Johnson, R. S., 32 Garfield.

Central Labor Union. G. H. Smith, R. S., 36 Copeland.

Coal Teamsters and Handlers No. 333. M. Dorlay, S., 2 Summer.

Electrical Workers.

Granite Cutters. Clan McGregor Hall; J. Watson, R. S., 65 Quincy.

Granite Cutters: West Quincy Branch. Farnmms Hall, W. Quincy; M. Treacy, S., 27 Robertson.

Iron Ship Drillers and Tappers No. 10317. J. D. Evans, S., 76 Franklin.

Lathers No. 96. 8 Fort; A. A. McDonald, S., 28 Quincey.

Machinists No. 108. Frenchs Hall; A. Polson, C. S., Calumet, Atlantic.

Masons' Tenders No. 26. J. Dunnack, S., 28 Union.

Painters, Decorators, and Paper Hangers No. 633. A. M. Mischler, S., 207 Whitwell.

Plumbers No. 275. Socialist Hall; T. J. Connor, R. S., 3 Franklin Pl.

Quarry Workers No. 3651. J. Leary, S., 12 Koire.

Retail Clerks No. 224. A. J. Rodgers, S., 30 Cross.

Sheet Metal Workers No. 376. W. J. Walter, R. S.

Ship Carpenters. N. Wright, S., 133 Walnut.

Stationary Firemen. Carpenters Hall.

Steam Engineers No. 79. Doble Hall; G. H. Smith, S., 36 Copeland.

Street Railway Employees No. 253. Wilson Hall; J. J. McCluskey, S., 18 Blake, Wollaston.

Teamsters No. 305. J. A. Barry, S., 58 Crescent, W. Quincey.

Tool Sharpeners No. 1. Clan McGregor Hall; F. W. Jones, S., 29 Granite.

Randolph.

Boot and Shoe Workers No. 122 (Mixed). A. O. U. W. Hall; M. A. Burrell, F. and C. S., Box 236.

Leather Workers on Horse Goods No. 149. C. L. U. Hall, Local Organizer and R. S., West.

Revere.

Brick, Tile, and Terra Cotta Workers No. 100. A. McEachen, S., 10 True.

Carpenters No. 846. Ilibernian Hall; L. W. Brown, B. A., 53 Payson; G. Layton, R. S., 83 Eustis.

Rockland.

Barbers No. 408. Foresters Hall; J. A. Glover, R. S., Box 514, Whitman.

Boot and Shoe Workers No. 48. Foresters Hall; J. F. Kane, B. A., L. B. 104; G. H. Wilder, S.

Carpenters No. 1531. Foresters Hall; S. Ward, R. S.

Central Labor Union. Foresters Hall; A. Lelyveld, S., Box 338.

Retail Clerks No. 711. Foresters Hall; A. Lelyveld, S., Box 338.

Teamsters No. 243. Foresters Hall; J. Burke, B. A., Brockton, Mass.; W. Cannaway, R. S.

SALEM.

Bakers No. 277. A. Pierce, C. S., 10 Buflin.

Barbers No. 385. 147 Essex; S. N. Lapham, S., 222 Bridge.

Boot and Shoe Workers No. 174 (Mixed). G. E. Wadleigh, F. and C. S., 75 Webb.

Bricklayers No. 25. 175 Essex; W. Pawley, S., 27 Pickman.

Carpenters No. 888. E. A. Southard, R. S., 31 Hazel.

Carpenters No. 1210. J. Gagnon, R. S., 26 E. Gardiner.

Central Labor Union. E. E. Evitts, R. S., 20 Northey.

Cutters Assembly 2635. Phoenix Hall; M. A. Kiernan, R. S., 108 Boston.

Electrical Workers No. 259 (Mixed). Odd Fellows Hall; C. R. Hale, R. S., 403 Summer, Lynn.

Freight Clerks and Handlers No. 1622. G. M. Sinclair, R. S., 11 Barr.

Horseshoers No. 156.

Loomfixers No. 30. 31½ Harbor; N. McGuire, S., 61 Harbor.

Machinists: North Shore Lodge No. 468. Franklin Bldg.; E. M. Heath, S., 26 Orchard.

Painters, Decorators, and Paper Hangers No. 247. W. H. Parker, S., 350 Bridge.
Plumbers No. 138. Engineers Hall; A. F. Teague, R. S., 6 Walnut Av., Beverly.
Railroad Freight and Baggage-men No. 89. Pythian Hall; W. E. Symonds, S. T., 16 Prescott.
Shoe Cutters No. 316. G. E. Wadleigh, F. and C. S., 75 Webb.
Steam Engineers No. 93. 113 Essex; C. J. Collins, S., 18 Webb.
Stonemasons No. 48. E. Cody, S., 7 Woodside.
Teamsters No. 234. T. Hennessy, R. S., 97 Lafayette.

Saugus.

Carpenters No. 1197. C. A. Borden, R. S., E. Saugus.

Scituate.

Carpenters No. 1167. W. G. McDonald, R. S., Box 61, N. Scituate.

SOMERVILLE.

Carpenters No. 629. Unity Hall, Davis Sq.; C. W. Erb, R. S., 32 Quincy.
Locomotive Firemen. Columbia Bldg., Broadway; F. McGregor, B. A., 26 Cordis, Charlestown; G. O. Gardner, S., 12 Morton.
Painters, Decorators, and Paper Hangers No. 937. G. L. Robinson, R. S., 371 Medford.
Tube Workers No. 5. Bacon Hall, Union Square; J. J. Murphy, S., 10 Sherman.

Southbridge.

Carpenters No. 861. L. N. Langwin, R. S., 14 Hook.
Metal Polishers, Buffers, and Platers No. 292. F. Lavellie, R. S.
Painters, Decorators, and Paper Hangers No. 410. R. Egan, S., 87 Elm.

Spencer.

Boot and Shoe Workers No. 161 (Mixed). J. Cayer, F. and C. S.
Federal Labor No. 9686. H. L. Hayford, S., Box 114.
Painters, Decorators, and Paper Hangers No. 419. J. C. Hiney, S., Box 303.

SPRINGFIELD.

Allied Metal Mechanics No. 80. McKinney Hall; J. F. Humbertson, R. S., Walnut.
Allied Printing Trades Council. C. L. U. Hall; J. T. Buntin, S., 177 Pendleton Av.
Bakers No. 142. C. L. U. Hall; F. A. Nelson, C. S., 590 Main.
Barbers No. 30. C. L. U. Hall; W. Caron, R. S., 3 E. Court.
Bartenders No. 67. C. L. U. Hall; Daniel Cavanaugh, R. S., 10 Lombard.
Base Ball Makers No. 10929. C. L. U. Hall; J. Kervick, S., 128 Main.
Beer Bottlers and Driers No. 143. C. L. U. Hall; P. H. Rappold, S., 25 Wight Av.
Bill Posters and Billers No. 15. C. L. U. Hall; R. H. Clark, B. A. and S., Hotel Raymond.
Blacksmiths No. 242. C. L. U. Hall; E. C. Duffy, R. S., 38 Gray's Av.
Boiler Makers No. 218. Wiuklers Hall; F. N. Davidson, R. S., 49 Russell, Merrick.
Bookbinders No. 74. C. L. U. Hall; H. J. Rosenberg, S., 356 Belmont Av.
Brass Workers No. 176. A. Stevenson, F. S., 72 Hyde Av.
Brewery Workmen No. 99. C. L. U. Hall; P. H. Rappold, S., 25 Wight Av.

Bricklayers and Masons No. 218. C. L. U. Hall; D. J. Haggerty, R. S., 122 Franklin.
Bridge and Structural Iron Workers No. 48. C. L. U. Hall; T. Dowd, S., 84 Butler.
Capmakers No. 29. H. Lauria, S., 56 Farry.
Carpenters District Council. C. L. U. Hall; 394 Main; W. J. LaFrancis, B. A., 179 William; W. W. R. Miner, S., 31 Middlesex.
Carpenters No. 96 (French). C. L. U. Hall; W. J. LaFrancis, B. A., 179 William; N. E. Maurice, R. S., 27 Hubbard Av.
Carpenters No. 177. C. L. U. Hall; W. Foster, R. S., 15 Quincy.
Carpenters No. 1105 (Mill). C. L. U. Hall; W. J. LaFrancis, B. A., 179 William; A. M. Aiken, R. S., 12 Olive.
Central Labor Union. C. L. U. Hall; G. E. Vincens, R. S., Box 406.
Cigarmakers No. 49. C. L. U. Hall; H. Healy, S., 75 Charles.
Clothing Clerks No. 256. C. L. U. Hall; A. F. Allen, R. S., 15 Gardner.
Cooks and Waiters No. 783. C. L. U. Hall; G. Schelb, R. S., Hotel Russell.
Cooks No. 98. G. H. Graves, S., Hotel Gilmore.
Drop Forgers and Hammermen No. 59. C. L. U. Hall; G. Smith, S., 159 State.
Drug Clerks No. 352. C. L. U. Hall; W. W. Bradbury, R. S., 17 Jefferson Av.
Electrical Workers No. 7 (Mixed). 219 Court Square Theatre Bldg.; E. S. Thurston, S., 21 Elm.
Grain Handlers No. 7445. C. L. U. Hall; M. J. McHugh, S., 144 Tyler.
Grocery and Provision Clerks No. 297. C. L. U. Hall; B. J. O'Connor, R. S., Greenwood.
Horseshoers No. 16. C. L. U. Hall; D. J. Nolan, R. S., 109 Congress.
Iron Molders No. 167. C. L. U. Hall; J. J. Bannon, F. S., 137 Lowell.
Lathers No. 25. C. L. U. Hall; J. McNeill, B. A. and S., 60 Howard.
Laundry Workers No. 117. C. L. U. Hall; T. O. Brochu, S., 60 Dwight.
Lithographic Apprentices and Press Feeders. C. Lyons, R. S.
Locomotive Engineers No. 63. B. and A. R. R. Bldg.; J. W. Mead, F. S., 416 Main, W. Springfield.
Locomotive Firemen: Hampden Lodge No. 307. I. O. O. F. Hall; G. A. Smith, S., 10 Hubbard Av., Northampton.
Machinists: Bay State Lodge No. 389. C. L. U. Hall; R. G. Moody, C. S., 195 Walnut.
Meat Cutters and Butchers No. 129. C. L. U. Hall; J. B. Shea, S., 24 Terrence.
Metal Polishers, Buffers, and Platers No. 30. C. L. U. Hall; M. J. Clancy, R. S., 590 Main.
Musicians No. 171. F. A. Sanger, R. S., 25 E. Court.
Painters, Decorators, and Paper Hangers No. 257. C. L. U. Hall; W. H. Grady, B. A., 47 Essex; M. M. Cunningham, R. S., 394 Main.
Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 89. C. L. U. Hall; C. J. O'Brien, R. S., 68 Tremont, Chicopee.
Printing Pressmen No. 85. 257 Main; E. J. Casey, S., Box 1263.
Railroad Telegraphers No. 38. 33 Lyman; L. H. Pennoyer, S. T., 39 Vassar.
Railroad Trainmen: City of Homes Lodge No. 622. 535½ Main; W. C. Carter, S., 68 Sargent.
Railway Conductors No. 198. 535½ Main; E. A. Sawin, S., 279 Fulton.
Sheet Metal Workers No. 27. C. L. U. Hall; A. A. Mathews, R. S., 20 Harrison Av.

Slaters. C. L. U. Hall; G. McCleary, R. S., 196 King.
Soda Water Workers No. 11209. C. L. U. Hall; W. Newcomb, R. S.

Stationary Firemen No. 22. C. L. U. Hall; F. N. Provost, R. S., 542 Main.

Steam Engineers No. 98. C. L. U. Hall; E. A. Fitch, C. S., 1 McKinley Av., Chicopee.

Steamfitters No. 21. C. L. U. Hall; R. E. Spencer, S., Box 1156.

Stereotypers and Electrotypers No. 44. C. L. U. Hall; E. J. Cook, S., 53 Palmer Av.

Tailors No. 26. C. L. U. Hall; P. B. McCabe, S., Box 1549.

Typographical No. 216. C. L. U. Hall; A. W. Harrington, S., Box 1187.

Vegetable Ivory Button Makers No. 7546. C. L. U. Hall; W. J. Casseles, S., 32 Allen.

Waste Handlers No. 8964. M. O'Brien, S., 49 William.

Stoncham.

Carpenters. Whittiers Hall; W. Graham, R. S., Spring.

Heel Makers No. 259. Whittiers Hall; P. Delano, R. S.

Stoughton.

Boot and Shoe Workers No. 259 (Mixed) Foresters Hall; G. F. Clark, F. and C. S., Box 1066.

Carpenters No. 1063. Masonic Bldg.; F. O. Fowler, R. S., Box 1068.

Garment Makers.

Painters, Decorators, and Paper Hangers No. 643. W. W. Whitten, S., School.

Rubber Workers No. 16. T. A. Smith, R. S., Box 648.

Sturbridge.

Metal Polishers, Buffers, and Platers.

Swampscott.

Retail Clerks No. 247. Improvement Club Hall; C. E. Morrill, S.

TAUNTON.

Bakers No. 54. C. L. U. Hall; A. J. Gould, B. A. and C. S., 17 N. Pleasant.

Barbers No. 345. C. L. U. Hall; J. A. Quinlan, F. S., Randall.

Bartenders No. 84. Jones Block; W. Rafter, S., 83 Tremont.

Bricklayers and Masons No. 13. C. L. U. Hall; H. D. Bourne, S., 30 Greylock Av.

Building Laborers. C. L. U. Hall; J. Laughlin, S., 117 Washington.

Building Trades Council. T. Menzies, S., 21 Mason.
Carpenters No. 1035. Hibernian Hall; S. L. Berry, S., 224 Broadway.

Central Labor Union. C. L. U. Hall; T. Houston, B. A., 12 Prospect; J. Moulds, R. S., 151 Broadway.

Cigarmakers No. 326. C. L. U. Hall; D. J. Kervick, S., 34 Weir.

Federal Labor Union. C. L. U. Hall; T. Basnahan, S.
Granite Cutters. C. L. U. Hall; J. Reid, R. S., 292 Washington.

Horseshoers No. 129. C. L. U. Hall; W. Trizzell, S.
Ice Wagon Drivers and Helpers No. 684. L. Jackson, R. S., 25 Court.

Iron Molders No. 39. Good Samaritan Hall, Main and Weir; C. T. Nevius, C. S., 21 General Cobb.
Laborers Protective No. 11223. C. L. U. Hall; T. Brosnan, S., 10 E. Broadway.

Laundry Workers. C. L. U. Hall; M. J. Fitzsimmons, Pres., 10 Reed.

Machinists No. 489. C. L. U. Hall; J. McFarlane, S., 8 Pine.

Meat Cutters No. 366. W. A. McKenzie, S., 60 Oak.

Metal Polishers, Buffers, and Platers No. 154. C. L. U. Hall; C. D. Day, S., 22 Conch.

Mule Spinners. C. L. U. Hall; S. Smith, S., 19 Orchard.

Musicians No. 231. C. L. U. Hall; J. Moulds, R. S., 151 Broadway.

Painters, Decorators, and Paper Hangers No. 574. St. George's Hall; T. F. Fitzgerald, S., rear 44 E. Water.

Pearl Workers No. 11224. R. Baedeker, S., Box 55.

Plumbers and Steamfitters No. 301. C. L. U. Hall; R. McAdams, R. S., 35 E. Walnut.

Railroad Trainmen: Old Colony Lodge No. 70. Elks Hall; C. L. Freeman, S., 7 Myrtle.

Retail Clerks No. 516. Manchester Unity Hall; G. O. Monroe, C. S., 10 Benefit.

Shoe Repairers No. 296. C. L. U. Hall; M. F. Fitzgibbons, S., 28 High.

Stationary Firemen No. 102. C. L. U. Hall; H. Smith, S., 12 Bryant.

Stove Mounters No. 40. C. L. U. Hall; T. McGovern, R. S., 181 Somerset Av.

Street Railway Employees No. 243. C. L. U. Hall; F. J. Smith, S., 19 Orchard.

Team Drivers No. 344. C. L. U. Hall; C. A. Lynds, S., 50 Oak.

Typographical No. 319. C. L. U. Hall; J. R. Beck, S., 19 Union.

Townsend.

Coopers No. 96. Engine Hall; B. L. Beckonett, R. S.
Granite Cutters. C. A. Lunderberg, S., Box 48, W. Townsend.

Wakefield.

Carpenters No. 862. Dudley Hall; W. E. Packard, R. S., 140 Pleasant.

Iron Molders No. 70. A. O. H. Hall; W. T. Maxwell, F. S., Fairmount Av.

Turned Workmen No. 2 (S. W. P.). J. P. Bauer, B. A., 2 Gilman Pl., Haverhill; A. H. Lamie, R. S., G. A. R. Bldg.

Street Railway Employees No. 249.

Woodworkers No. 120. W. Brown, R. S., 48 Nahant.

Walpole.

Carpenters No. 1479. N. Boulter, F. S., E. Walpole.

WALTHAM.

Bakers No. 202. Foresters Hall; A. Gunther, R. S.
Boiler Makers No. 385. Foresters Hall; F. Delaney, R. S., 8 Emerald, Watertown.

Bricklayers and Masons No. 15. J. Copson, Jr., R. S.

Building Laborers No. 8. 645 Main; T. F. McKeown, S., 110 Bacon.

Carpenters No. 540. Halls Block; S. Starratt, R. S., 98 Alder.

Carpenters No. 1227. Halls Block; T. Y. King, R. S., 7 Walnut.

Central Labor Union. A. O. H. Hall; J. O'Brien, R. S., 100 Prospect.

Coal Teamsters and Helpers No. 328. P. Kean, R. S., 126 Charles.

Foundry Workers No. 11396. M. O'Brien, S., 327 School.

Iron Molders No. 102. Hibernian Hall; H. E. Bryant, B. A.; J. Cooney, R. S.

Lathers No. 142. 693 Main; E. White, S., 26 Exchange.

Loomfixers No. 45. C. Hagarty, R. S.

Machinists: Norumbega Lodge No. 465. I. D. Regan, S., 5 Alder.
Metal Polishers No. 50. Cigarmakers Hall; J. C. A. Loynd, R. and F. S., 73 Cypress, Watertown.
Mule Spinners. G. McCormick, S., River.
Painters, Decorators, and Paper Hangers No. 921. J. Campbell, S., 9 Middle.
Plumbers No. 106. Foresters Hall; J. Connelly, B. A., 133 Brown; J. L. Mullen, R. S., 9 Middle Ct.
Stationary Firemen. J. Mortenson, S., 88 Taylor.
Typographical No. 259. A. L. Moody, S., 376 Newton.
Weavers No. 392. G. Crockwell, R. S.

Ware.

Bartenders No. 123. J. J. Fitzgerald, R. S., 11 Grove.
Carpenters No. 1630. A. M. Ramsdell, R. and F. S., 30 Prospect.

Watertown.

Iron Molders No. 179. G. A. R. Hall; R. C. Corn- ing, R. S., Union Market Hotel.

Webster.

Barbers No. 358. N. Massicotte, B. A., 68 Main.
Boot and Shoe Workers No. 278 (Mixed). Foresters Hall; J. E. Hickey, F. and C. S., 5 Wall.
Carpenters No. 823. G. Carreau, R. S., 58 Granite.
Painters, Decorators, and Paper Hangers No. 395. Seigel Hall; C. W. Wayman, S., 10 Days Lane.

Westborough.

Carpenters No. 1459. J. McNeil, R. S., Warren.

Westfield.

Barbers No. 33. C. L. U. Hall; E. Cosby, 140 Elm.
Bartenders No. 82. 4 Broad; S. G. Atwater, S., Central Hall.
Bricklayers and Masons No. 24. E. J. Sheehan, S., 17 Belmont.
Carpenters No. 222. C. L. U. Hall; H. R. Stiles, R. S., 1 Dartmouth.
Central Labor Union. C. L. U. Hall; F. L. Wyman, S., 15 Summer.
Cigarmakers No. 28. C. L. U. Hall; L. A. Bolio, S., Box 519.
Coal Handlers No. 8255. C. L. U. Hall; M. D. Gibbons, 90 King.
Coremakers No. 57. W. J. Lynch, S., 1 Dulaney.
Horseshoers No. 131. C. L. U. Hall; R. Jeffers, S., 50 N. Elm.
Iron Molders No. 95. Main and Broad; C. J. Wil- liams, R. S., 50 Mechanic.
Laundry Workers. C. L. U. Hall; F. W. Ives, S., 6 Clark.
Machinists No. 227. C. L. U. Hall; G. W. Clark, B. A., 13 Ashley; L. W. Putoz, S., 17 Noble.
Mason Tenders No. 22. C. L. U. Hall; J. Gibbons, S., 97 Mechanic.
Metal Polishers, Buffers, and Platers No. 80. C. L. U. Hall; W. S. Taylor, S., 9 Cleveland Av.
Musicians No. 91. C. L. U. Hall; F. H. Revett, S., 6 South.
Painters, Decorators, and Paper Hangers No. 290. C. L. U. Hall; W. F. Deyo, R. S., 32 Taylor Av.
Paper Makers: Valley Lodge. C. L. U. Hall; Mrs. L. H. Dobian, S., Parks Block.
Piano and Organ Workers No. 20. C. L. U. Hall; T. Danglemyer, S., 13 King Pl.
Plumbers and Steamfitters No. 318. Main and Broad; A. Damon, R. S., 9 Avery.

Railroad Trainmen: Woronoco Lodge No. 335. Red Men's Hall; J. Teucellent, S., 80 Montgomery.
Retail Clerks No. 176. C. L. U. Hall; R. O. Whitte- more, B. A. and S., 128 Main.
Steam Engineers No. 61. A. Curtis, S., Granville Rd.
Street Railway Employees. C. L. U. Hall; F. A. Bailey, S., 5 Union Av.

Westford.

Quarry Workers No. 9882. D. J. Sullivan, S., Cold Spring, Mass.

West Springfield.

Paper Makers: Agawam Lodge No. 14. J. Naylor, R. S.
Railroad Trainmen: Pioneer Lodge No. 238. Cen- tennial Hall, Union, Merrick; M. F. Walsh, S., 34 Bell Av., Merrick.

Weymouth.

Boiler Makers: Fore River Lodge No. 214. Frenchs Hall, Quincy; C. Nichols, R. S., 15 Oakman, Ne- ponsset.
Boot and Shoe Workers No. 53 (Mixed). J. F. Loud, F. and C. S., 642 Commercial, E. Weymouth.
Boot and Shoe Workers No. 361 (Mixed) (North Weymouth). J. P. Holbrook, F. and C. S., 11 Pratt Av.
Bricklayers and Masons No. 52. N. F. Cleary, S., Box 130.

Whitman.

Boot and Shoe Workers No. 31 (Mixed). F. R. Rein- hardt, F. and C. S., Box 57, E. Whitman. C. H. Townsend, R. S., Box 201.
Boxmakers No. 195. W. T. Ingles, R. S., 55 William, Rockland.
Carpenters No. 1018. Foresters Hall; F. L. Gill, R. S.
Lasters No. 69. C. E. Lowell, F. and C. S., Box 834; F. W. Gifford, R. S.
Trees No. 105. F. R. Reinhardt, F. and C. S., Box 57, E. Whitman.

Williamsburg.

Brass Workers No. 65 (Haylenville). Union Hall; F. Dunleary, R. S.
Iron Molders No. 67. Union Hall; J. H. Malley, F. S.

Williamstown.

Building Laborers No. 37. M. Clark, Pres.
Carpenters No. 979. J. Hasfred, S., Arelta.
Painters, Decorators, and Paper Hangers No. 622. R. H. Noyes, S.

Winchester.

Carpenters No. 991. Blakies Block; J. Robinson, R. S., Box 85.

Winthrop.

Carpenters No. 821. G. A. R. Hall, Winthrop Centre; P. White, B. A. and R. S., Sunnyside Av.

WOBURN.

Bartenders No. 83. J. Ryan, R. S., Walnut.
Bricklayers and Masons No. 45. Mann Block; D. Condon, B. A., Potter and Main; W. J. Maguire, S., 123 Main.
Carpenters No. 885. Mechanics Hall; S. J. Bezanson, R. S., Hart Pl.
Teamsters No. 147. J. F. Kennedy, R. S., 13 Oak.

WORCESTER.

Allied Printing Trades Council. P. H. Beahn, S., 664 Main.

Bakers No. 72. 64 Southbridge; W. F. Noll, S., 412 Pleasant.

Barbers No. 186. 12 Austin; E. H. Tosl, F. S., 419 Main.

Bartenders No. 95. 12 Austin; W. Foley, R. S., 244 Pleasant.

Boiler Makers No. 69. W. Thompson, R. S., 11 Lodi.

Bottlers and Drivers No. 180. 64 Southbridge; P. F. McGourty, S., 116 Lamartine.

Brewery Workmen No. 136. 64 Southbridge; M. J. Sullivan, S., 55 Kendall.

Bricklayers and Plasterers No. 6. 509 Main; R. J. Bourke, S.

Bridge and Structural Iron Workers. 64 Southbridge.

Building Trades Council. 64 Southbridge; J. J. Reidy, S., 636 Cambridge.

Carpenters District Council. 566 Main; J. W. Anderson, B. A., C. A. Laurens, S., Holden.

Carpenters No. 23. 566 Main; J. J. Reidy, R. S., 636 Cambridge.

Carpenters No. 408 (French). Beaver Hall; 9 Bartlett; J. W. Anderson, B. A., 566 Main; J. A. Millette, R. S., 26 Mott.

Carpenters No. 720 (Sveedish). 566 Main; E. Ericson, R. S., 9 Vinson.

Carpenters No. 877 (Mill). 566 Main; O. Jonah, B. A., Clinton, Mass.; A. J. Sanguinet, R. S., 40 Fairmount.

Carriage and Wagon Workers No. 22. C. L. U. Hall; F. J. McFadden, R. S., 141 Beacon.

Central Labor Union. 64 Southbridge; D. Connors, S.

Cigarmakers No. 92. 64 Southbridge; G. Apholt, R. S., 15 Mechanic.

City Laborers No. 11002. C. L. U. Hall; H. R. Jones, R. S.

Coal Handlers. 566 Main.

Commercial Telegraphers No. 71. M. A. Fleming, S. T., 25 Barclay.

Cooks and Waiters (Colored). 12 Austin; W. E. Quinn, S., 1 Maple Pl.

Coopers No. 118. 64 Southbridge; G. Reheuser, R. S., 223 Millbury.

Coremakers No. 15. 64 Southbridge; T. Kelley, R. S.

Coremakers No. 434. Room 7, 64 Southbridge; C. Straubee, C. S., Box 34, Sta. 3.

Cracker Packers No. 333. Lizzie Quinlan, S., 19 Wilson.

Culinary Workers.

Cutting Die Workers No. 10583. 64 Southbridge; T. Hanlon, S., 190 Vernon.

Electrical Workers No. 96 (Mixed). 419 Main; S. B. Wilber, R. S., 19 Shaffner.

Granite Cutters. 64 Southbridge; W. L. Carrick, S., 28 Gardner.

Grocery and Provision Clerks. 12 Austin; P. B. O'Connell, R. S., 3 Jefferson.

Hack Drivers No. 422. 566 Main; E. J. Doherty, R. S., 546 Millbury.

Horseshoers No. 31. 64 Southbridge; P. J. O'Connell, R. S., 55 Greenwood.

Ice-men No. 267. 12 Austin; J. Kane, R. S.

International Association of Machinists. W. F. Cool, District B. A. and Organizer, 11 Perry Av.

Iron Molders No. 5. Room 6, 64 Southbridge; J. S. Gale, C. S., Box 743.

Lasters No. 162. A. O. H. Hall; Josie O'Connell, F. and C. S., 84 Water.

Lathers No. 79. C. L. U. Hall; H. Peters, S., 3 Davis.

Locomotive Engineers No. 64. 405 Main; C. W. Davis, S., 10 Clifton.

Locomotive Firemen No. 73. 306 Main; A. W. Adams, S. T., 7 Kansas.

Machinists; Equality Lodge No. 691. 12 Austin; S. S. Newton, S., 32 Lincoln Av.

Machinists No. 339. 64 Southbridge; W. F. Cool, B. A., 11 Perry Av.; J. W. Barker, S., 1 Lyman.

Mattress Makers No. 72. 64 Southbridge; J. A. Mulvey, S., 53 Oxford.

Meat Cutters No. 331. P. J. Keenan, S., 24 Jefferson.

Meat Cutters No. 337. N. A. Bourne, S., 15 Lincoln Av.

Metal Polishers No. 151. 566 Main; E. D. Holman, R. S., 24 Coral.

Musicians No. 143. 418 Main; E. P. Crosbie, S., 2 Illinois.

Painters District Council.

Painters No. 48. 64 Southbridge; C. J. Carmody, B. A., E. C. Morse, R. S., 12 Vine.

Painters No. 624. 64 Southbridge.

Paper Hangers No. 331. 566 Main; O. Bokelund, B. A., 10 Seymour; F. S. Gray, R. S., 208 Austin.

Pattern Makers. 566 Main; C. J. Macomber, B. A., 544 Main.

Piano and Organ Workers No. 28. 566 Main; W. H. Brown, C. S., W. Wellington Ter.

Plumbers No. 4. 64 Southbridge; D. F. O'Connell, R. S., 23 Arlington.

Printing Pressmen No. 72. 566 Main; C. F. Wilmot, R. S., 57 Harrison.

Railroad Trainmen; Bay State Lodge No. 88. 109 Front; H. P. Howe, S., 38 Belmont.

Railroad Trainmen No. 553. 566 Main; F. L. Cardinal, S., 39 Gates.

Railway Clerks No. 106. Knights of Honor Hall, 306 Main; F. J. Waite, R. S., 21 Glen.

Railway Conductors No. 237. 405 Main; W. F. Hurlburt, S. T., Wildwood Av.

Retail Clerks. 566 Main; A. J. Martineau, R. S., 46 S. Harding.

Sheet Metal Workers No. 184. 64 Southbridge; J. Wray, R. S., 445 Millbury.

Shirt Waist and Laundry Workers No. 4. R. J. Cairns, S., 122 Tainter.

Stationary Firemen No. 88. 64 Southbridge; M. J. Walsh, R. S., 20 Blanche.

Steam and Hot Water Fitters and Steamfitters' Helpers No. 25. 64 Southbridge; J. B. Lamothe, F. S., 60 Providence.

Steam Engineers No. 78. W. F. Holman, S., 1 Gardner Ter.

Steam Engineers No. 221. T. Shedd, S., 3 Lovell Ct.

Stonemasons. 98 Front.

Stonemasons No. 29. 64 Southbridge; M. F. Garrett, B. A.; T. Loughlin, S., 11 Jefferson.

Street Railway Employees No. 22. 12 Austin; T. F. Ryan, R. S., 11½ Bellevue.

Team Drivers No. 196. 566 Main; W. Bosley, R. S.

Typographical No. 165. 12 Austin; C. E. Ayres, R. S., 384 Chandler.

Woodworkers No. 27. J. F. Sweeney, R. S., 22 Winter.

In General.

Amalgamated Rubber Workers of America. C. L. U. Hall, Cambridge; C. E. Akerstrom, International S. T., 38 Grant, Cambridge.

Amalgamated Society of Carpenters and Joiners. 514 Tremont, Boston; J. F. Medland, State Sec., 1031 Washington, Boston.

Bay State District Council of Wood, Wire, and Metal Lathers. J. McNeill, S., 60 Howard, Springfield.

Berkshire County Trade Union Conference. F. Ernest, S. T., Adams.

Brotherhood of Boiler Makers and Iron Shipbuilders of America: District No. 7, New England Lodge. 45 Eliot, Boston; T. R. Keenan, C. S., 80 W. Fifth, South Boston.

Carpenters District Council of Middlesex County. J. G. Cogill, B. A., 3 Glen Ct., Malden; H. H. Gove, R. S., 87 Summer, Stoneham.

Carpenters District Council of Newton, Waltham, Watertown, and Vicinity. Halls Block, Waltham; J. Dicks, S., 11 Harvard Av., Waltham.

Carpenters District Council of Norfolk County. J. W. McAfee, S., 62 Neponset Av., Hyde Park.

Carpenters North Shore District Council. 202½ Essex, Salem; F. J. Haley, S., 13 Trask, Danvers.

Carpenters South Shore District Council. F. L. Cortell, R. S., Box 135, Hingham Center.

Connecticut Valley Association of Painters and Decorators. W. O. Buckley, S. T., Hartford, Conn.

International Association of Machinists. C. R. Stirling, B. A. and General Organizer, 987 Washington, Boston; M. W. Landers, Special Organizer, 35 Belmont Av., Springfield.

International Brotherhood of Electrical Workers. E. T. Mallory, Vice-Pres., 2d District, 987 Washington, Boston.

International Meat Cutters and Butcher Workmen of North America. J. J. Shea, New England Organizer, Springfield.

International Typographical Union of North America. H. McMahon, Organizer, Box 1795, Boston; G. W. Williams, S. T., 534 Warren, Boston.

Journeyman Barbers International Union. J. F. Hines, 4th Vice-Pres., Box 597, Worcester.

Leather Workers on Horse Goods. R. J. Fiddler, Organizer, 724 Washington, Boston.

National Association of Stationary Engineers: Massachusetts Association No. 2. 33 Lyman, Springfield; W. H. Damon, C. S., 89 Greenwood, Springfield.

New England Branch of Amalgamated Association of Street Railway Employees. T. W. Cunningham, S., 52 Palmer, Lowell.

New England Branch of Hotel and Restaurant Employees International Alliance and Bartenders International League of America. M. J. Mattimoe, S. T., 164 Canal, Boston; R. W. Kennedy, State Organizer, 7 Appleton, Boston.

New England District Council No. 4 of Metal Polishers Unions. J. C. A. Loynd, S. T., 73 Cypress, Watertown.

Painters District Council No. 25 of Eastern Massachusetts. 164 Canal, Boston; J. F. O'Neill, B. A.; J. W. Mullally, R. S., 306 Beacon, Somerville.

Railroad Telegraphers No. 59 (B. and M. R. R. System). J. B. Bode, Acting General S. T., Chelsea Depot, Chelsea.

State Branch of International Union of Steam Engineers. W. A. Goodwin, S. T., 124 Buttonwood, South Boston.

State Branch of Journeymen Bakers and Confectioners International Union. 45 Eliot, Boston; J. McMahon, S.

State Branch of National Building Trades Council. W. J. Fitzgerald, General State Organizer, 279 D, South Boston; J. A. Kenney, R. S., 189 Boylston, Jamaica Plain.

State Branch of American Federation of Labor. D. D. Driscoll, S. T., 78 E. Canton, Boston.

State Council of Carpenters and Joiners of America. P. Provost, Jr., S., 3 Franklin, Holyoke.

State Council of Horseshoers Unions. P. J. Lally, S. T., 105 Quincy, Dorchester.

State District Council of Metal Polishers Unions.

State District Lodge No. 19, International Association of Machinists. I. D. Regan, S. T., 5 Alder, Waltham.

Tack Makers International Union. A. E. Lincoln, General Sec., Fairhaven.

United Brotherhood of Carpenters and Joiners of America. W. J. Shields, General Organizer, 36 Cheshire, Jamaica Plain.

United Garment Workers of America. I. L. Witkin, State Sec., 28 School, Boston.

ANALYSIS.

The Trade Union Directory contains 1,466 citations, 1,440 of these being trade unions or trade councils, and 26 State organizers or general officers.

The following table shows the distribution of the Unions by cities and towns:

CITIES AND TOWNS.	Number of Trade Unions	CITIES AND TOWNS.	Number of Trade Unions
Abington,	1	CAMBRIDGE,	19
Adams,	8	Chelmsford,	1
Amesbury,	1	CHELSEA,	12
Amherst,	1	Chester,	1
Andover,	2	CHICOPEE,	10
Arlington,	1	Clinton,	4
Athol,	11	Cohasset,	1
Attleborough,	3	Concord,	3
Avon,	1	Conway,	1
Ayer,	1	Dalton,	2
BEVERLY,	7	Danvers,	2
BOSTON,	288	Dedham,	4
Braintree,	2	Easton,	2
Bridgewater,	2	East Bridgewater,	1
BROCKTON,	61	Easthampton,	3
Brookfield,	1	East Longmeadow,	1
Brookline,	2	EVERETT,	3

CITIES AND TOWNS.	Number of Trade Unions	CITIES AND TOWNS.	Number of Trade Unions
FALL RIVER,	38	North Attleborough,	1
FITCHBURG,	40	North Brookfield,	1
Foxborough,	1	Norwood,	8
Framlingham,	10	Orange,	2
Franklin,	1	PITTSFIELD,	30
Gardner,	10	Plymouth,	2
GLOUCESTER,	21	QUINCY,	27
Gratton,	1	Randolph,	2
Great Barrington,	5	Revere,	6
Greenfield,	18	Rockland,	6
Hamilton,	1	SALEM,	20
Haverhill,	34	Saugus,	1
Hingham,	2	Scituate,	1
Hollbrook,	1	SOMERVILLE,	4
HOLYOKE,	51	Southbridge,	3
Hudson,	1	Spencer,	3
Hull,	1	SPRINGFIELD,	67
Huntington,	2	Stonham,	2
Hyde Park,	5	Stoughton,	5
LAWRENCE,	51	Sturbridge,	1
Lee,	4	Swampscott,	1
Lenox,	6	TAUNTON,	32
Leominster,	11	Townsend,	2
LOWELL,	43	Wakefield,	5
LYNN,	62	Walpole,	1
MALDEN,	9	WALTHAM,	20
Manchester,	3	Ware,	2
Mansfield,	1	Watertown,	1
Marblehead,	3	Webster,	1
MARLBOROUGH,	17	Westborough,	4
Maynard,	1	Westfield,	23
MEDFORD,	3	Westford,	1
MELROSE,	1	West Springfield,	2
Middleborough,	3	Weymouth,	4
Milford,	16	Whitman,	5
Monson,	1	Williamsburg,	2
Montague,	2	Williamstown,	3
Natick,	7	Winchester,	1
Needham,	1	Winthrop,	4
NEW BEDFORD,	27	WOBURN,	4
NEWBURYPORT,	7	WORCESTER,	71
NEWTON,	8	In General,	12
NORTH ADAMS,	34		
NORTHAMPTON,	27	TOTAL,	1,440

It will be seen that Boston with 288 unions far outranks all other places. The next largest number of unions appears in Worcester, there being 71. Then follow in numerical order, Springfield with 67, Lynn with 62, Brockton with 61, Holyoke and Lawrence with 51 each. These seven cities contain in the aggregate 651 unions, or 45.21 per cent of the total number of unions reported for Massachusetts.

The following table shows the general branches of trades most largely represented in trade unionism in the Commonwealth :

BRANCHES OF OCCUPATIONS.	Number of Trade Unions	BRANCHES OF OCCUPATIONS.	Number of Trade Unions
Bakers and confectioners,	25	Cigarmakers,	19
Bakers,	22	Clothing employes,	38
Others,	3	Garment workers,	15
Barbers,	30	Tailors,	12
Boot and shoe workers,	95	Others,	11
Brewery workmen,	18	Electrical workers,	17
Building trades workmen,	345	Horseshoers, blacksmiths, and helpers,	24
Carpenters,	134	Hotel and restaurant employes,	41
Painters, decorators, and paper hangers,	69	Bartenders,	25
Bricklayers, masons, and plasterers,	61	Cooks and waiters,	16
Plumbers, gasfitters, steamfitters, and steamfitters' helpers,	43	Laborers,	46
Lathers,	12	Laundry workers,	11
Others,	26	Leather workers,	10
Central labor unions,	36	Machinists,	33
		Meat cutters and butchers,	14

BRANCHES OF OCCUPATIONS.	Number of Trade Unions	BRANCHES OF OCCUPATIONS.	Number of Trade Unions
Metal workers,	133	Stone workers,	28
Iron and brass molders and workers,	41	Textile workers,	48
Metal polishers, buffers, and platers,	22	Transportation employees,	155
Boiler makers,	13	Steam railroad and street railway employees,	61
Sheet metal workers,	10	Teamsters,	60
Others,	47	Railroad freight employees,	12
Musicians,	22	Others,	22
Paper workers,	11	Woodworkers,	17
Printing trades workmen,	55	Miscellaneous,	98
Retail clerks,	38		
Stationary firemen,	14	TOTAL,	1,440
Steam engineers,	19		

The largest number of unions is represented by the building trade workmen, there being 345 organizations under this craft. Transportation employees are also largely organized, there being 155 unions, followed by metal workers with 133, boot and shoe workers with 95, printing trades with 55, textile workers with 48, and laborers with 46. These seven branches of trade comprise 877 unions, this number constituting 61 per cent of the whole number of unions recorded.

STATISTICAL ABSTRACTS.

Cost of Strikes and Lockouts in Massachusetts.

The following tabular statement gives facts pertaining to the cost of strikes and lockouts in Massachusetts for 20 years, from 1881 to 1900, inclusive:

Total number of strikes,	1,802
Strikes and lockouts ordered by Organized Labor,	991
Average days establishments closed,	24.28
Average days until strikers were re-employed or places filled,	31.55
Total loss in wages by employees,	\$17,780,193
Assistance given employees,	\$1,586,642
Total loss of employers,	\$7,716,560

The greatest loss, financially, due to strikes and lockouts in the Commonwealth took place in the boot and shoe industry, the wage loss to employees being \$6,056,376; assistance rendered them, \$503,673; while the loss of employers aggregated \$2,277,063.

The next greatest wage loss suffered in any industry occurred in the textiles, the amount of wages lost by employees aggregating \$6,053,380; the assistance rendered textile operatives, \$186,425; loss of employers, \$1,976,929. Under textiles have been included carpeting, cotton and woolen goods, cotton goods, rope and bagging, silk goods, and woolen and worsted goods operatives. The wage loss to cotton mill operatives alone amounted to \$4,398,453; the employers' loss due to strikes and lockouts in the cotton goods industry, \$1,055,327. Seventy-three of the strikes and lockouts were ordered by labor organizations.

The average number of days that establishments were closed in the textile industry was 32.65; the number of days that elapsed before strikers or those locked out were re-employed or places filled by others averaged 22.97. — *16th Annual Report, Commissioner of Labor, Washington, D. C.*

Cost of the Anthracite Coal Strike.

Fair estimates were obtained by the Anthracite Coal Strike Commission of the cost of the strike of coal miners employed in operating mines in the anthracite coal fields of Pennsylvania. The strike lasted from May 12 to October 23, 1902, and involved about 147,000 mine workers. The strike meant a loss in the receipts of the coal-mining companies, for their product at the mines, of \$46,100,000. The wage loss of employees aggregated about \$25,000,000, while the sum of \$1,800,000 was expended in relief funds. The decrease in freights paid to railroad companies on the larger sizes of coal was about \$19,000,000, and the loss in freight receipts to the transportation companies on the smaller sizes totalized to \$28,000,000, approximately.

Fisheries at Boston and Gloucester.

The following table shows the quantities and values of fishery products landed at Boston and Gloucester by American fishing vessels during the month of June, 1904. The aggregate covers 424 trips, including 269 trips to Boston and 155 to Gloucester.

CLASSIFICATION.	Boston	Gloucester	Total
FRESH FISH.			
Pounds,	5,481,173	4,498,220	9,979,393
Value,	\$129,336	\$76,303	\$205,639
SALTED FISH.			
Pounds,	167,000	4,689,300	4,856,300
Value,	\$7,346	\$181,877	\$189,223
AGGREGATES.			
Pounds,	5,648,173	9,187,520	14,835,693
Value,	\$136,682	\$258,180	\$394,862

Inheritance Tax in Porto Rico.

The receipt of the data relating to the amount of revenue collected from the inheritance tax in Porto Rico was too late to be used in connection with the article on the Inheritance Tax presented in Bulletin No. 32, July, 1904.

The figures are given in the following table :

TAX AND DECEDENTS.	1902-1903	1903-1904
Amount of inheritance tax collected from direct heirs,	\$938	\$4,946
Number of decedents,	20	45
Amount of inheritance tax collected from collateral heirs and others,	\$8,731	\$3,526
Number of decedents,	25	37

Inheritance Tax in Hawaii.

During the year 1902 there was paid into the Treasury of the Territory \$5,401.82, in the form of an inheritance tax on three estates, and in 1903, \$678.33, from two estates.

Population of the Philippines.

The total population of the Philippine Islands in 1903 was 7,635,426, classified as 6,987,686 civilized, and 647,740 wild.

Factory Overtime Work in Austria.

According to the report of the Austrian Bureau of Labor Statistics on overtime in factories in 1903, there were 627 factories in the country which worked overtime in 1903. In the aggregate there were 124,857 workpeople employed therein; of this

number 43,120 were employed beyond the maximum of 11 hours. The number of extra hours worked totaled 2,541,034. The largest proportion of factories were engaged in the textile industry, there being 240 of such employing 56,465 workpeople, of whom 19,403 worked 1,120,618 hours overtime. In metal-working, the industry showing the next greatest amount of overtime for the year, 4,899 persons, out of 17,824 employed, worked 255,455 hours overtime; and in stone, clay, glass, etc., 250,606 hours overtime work was performed by 2,574 employees out of a total of 3,881.

Fatal Industrial Accidents in Great Britain.

The number of workpeople reported as killed during the course of their employment during May, 1904, was 253, including 58 seamen. The following table shows the number killed, by trades, during May, 1903, and May, 1904 :

TRADES.	Workpeople Killed during May, 1903	Workpeople Killed during May, 1904
Railway service,	40	27
Mines,	96	77
Quarries (over 20 feet deep),	10	5
Factories,	65	67
Docks, wharves, etc.,	17	19
Seamen,	64	58
TOTALS,	292	253

The approximate number of workpeople employed in the above named industries was about 5,800,000. — *Labour Gazette, London, June, 1904.*

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